

**Mira Mesa Community Planning Group
Draft Agenda & Public Notice**

Date/Time: November 17, 2014 7:00pm

Location: Vulcan Materials Conference Room, 7220 Trade Street, San Diego CA 92121

Action/Information: All items noted as (Action) items may be moved/seconded as a Question for discussion and vote. All items not so noted will be information items.

Order of Consideration: Items on this agenda may be discussed in an order different than shown here for the convenience of elected officials, representatives of government agencies or other participants. The Chair will present such changes in the order of consideration for unanimous consent if there are no objections, or subject them to a motion/second and 2/3 vote as indicated by Robert's Rules (11th Ed., pg. 363).

Call to Order – In attendance:

1. Non-Agenda Public Comments: 3 Minutes per speaker. No discussion will be entertained nor action taken at this meeting on matters raised in Non-Agenda Public Comments, but a matter may be referred for further study and possible action at a future meeting.
2. Adopt Draft Agenda (Action)
3. Adopt Previous Meeting Minutes (Action). The minutes will be circulated among the members of the Executive Committee as a PDF document prior to the meeting via email. An opportunity to request corrections will be made at this point in the meeting. Should no such requests be made, the Chair will deem the minutes adopted by unanimous consent.
4. Old Business
 - a. Pacifica Companies Self Storage - PID Amendment (Action)
5. New Business
 - a. Seaview Corporate Center Signage NUP
 - b. Mira Mesa/Camino Ruiz Development SCR
6. Elected Officials/Government Agencies
 - a. United States Congress – California 52nd District
 - b. California Senate – District 39
 - c. California Assembly – District 77
 - d. San Diego County – Board of Supervisors District 3
 - e. San Diego – Mayor's Office
 - f. San Diego – City Council District 6
 - g. San Diego Unified School District
 - h. MCAS Miramar

**Mira Mesa Community Planning Group
Draft Agenda & Public Notice**

- i. CalTrans

- 7. Announcements: 2 Minutes per speaker. Community groups are encouraged to promote awareness of their events at this point in the meeting.

- 8. Reports
 - a. Report of the Chair:
 - i. Latest Cycle Review for Stone Creek is attached.
 - ii. See other assorted information attached to the agenda.

 - b. Stone Creek Subcommittee

 - c. Community Planners Committee

 - d. Los Peñasquitos Canyon Citizen's Advisory Committee

Adjourn: 8:30pm – 9:00pm



THE CITY OF SAN DIEGO

October 31, 2014

Mr. Brian Longmore
Permit Solutions
P.O. Box 503943
San Diego, CA 92150

Dear Mr. Longmore:

**Subject: Seaview Corporate Center Sign NUP, Assessment Letter; Project No. 377561;
Internal Account No. 24004840, Mira Mesa Community Plan area.**

The Development Services Department has completed the initial review of the project referenced above, and described as:

Neighborhood Use Permit (Process 2) for a Comprehensive Sign Program at 10180 Telesis Court. The property is located in the IP-2-1 Zone, Coastal Non-Appealable Overlay Zone and within the Mira Mesa Community Plan Area.

Enclosed is a Cycle Issues Report (Enclosure 1) which contains review comments from staff representing various disciplines, outside agencies and pending feedback from the community planning group. The purpose of this assessment letter is to summarize the significant project issues and identify a course of action for the processing of your project.

If any additional requirements should arise during the subsequent review of your project, we will identify the issue and the reason for the additional requirement. To resolve any outstanding issues, please provide the information that is requested in the Cycle Issues Report. If you choose not to provide the requested additional information or make the requested revisions, processing may continue. However, the project may be recommended for denial if the remaining issues cannot be satisfactorily resolved and the appropriate findings for approval cannot be made.

As your Development Project Manager, I will coordinate all correspondence, emails, phone calls, and meetings directly with the applicants assigned "Point of Contact." The addressee on this letter has been designated as the Point of Contact for your project. Please notify me if you should decide to change your Point of Contact while I am managing this project.

I. REQUIRED APPROVALS/FINDINGS - Your project as currently proposed requires the processing of:

Required approvals:

- Process 2 - A Neighborhood Use Permit (NUP Process Two, Development Services Department as decision-maker, appealable to Planning Commission) in accordance with SDMC Sections 126.0204.

Required Findings: In order to recommend approval of your project, certain findings must be substantiated in the record. Enclosure 2 contains the required findings.

II. SIGNIFICANT PROJECT ISSUES: The significant project issues are summarized below. Resolution of these issues could affect your project. Additional explanation is provided in the Cycle Issues Report.

KEY ISSUES:

Possible Deviation - The proposal for CSP which includes both wall and ground signs appears to deviate from the maximum sign area and height allowances of the Sign Regulations, the degree of which is yet to be determined.

Sign Analysis Needed - Please revise the Sign Summary table on Sheet 2 as follows:

- Signs C1A, C1B, C1C, and C1D on Building One are viewable from Telesis Court.
- Sign C2A on Building Two is viewable from Telesis Court.
- Signs C3A, C3B, D3A, D3B, and D3C are viewable from Telesis Court.
- If any elevation exceeds 100 sq.ft. of total wall sign copy area, please include as a deviation.
- Sign C4 is shown at a copy area of 94.5 sq.ft. However, this conflicts with Sheet 16 which shows Sign C4 at 21 sq.ft. Please revise to be consistent.

Sign Copy Area - Please provide actual sign copy area comparisons between the proposed signage and those on nearby, similarly zoned industrial properties within the Coastal Overlay Zone. This is particularly relevant for signage that is deviating from the Sign Regulations (i.e. wall signs over 100 sq.ft., ground sign over 3-feet high within 15-feet of the front property line).

Sign Setback - There is one sign proposed near the cul-de-sac at the end of the public street known as Telesis Court. Said sign is a replacement sign which must match the existing setback as shown on sheet 7 of 19.

Candidate Draft Permit Findings - Please provide draft Neighborhood Use Permit (NUP) findings for staff to review and consider, per Section 126.0805 (see Attachment 2). Your detailed explanation or rationale of how your proposed project meets each permit finding.

III. STUDIES/REPORTS REQUIRED: None.

IV. PROJECT ACCOUNT STATUS: Our current accounting system does not provide for real-time information regarding account status, however, our records show approximately \$1,807.44 billed to date. Based on the processing point, unresolved issues, and level of controversy of your project, no additional deposit is needed at this time.

During the processing of your project, you will continue to receive statements with the break-down of staff charges to your account. Should you have questions about those charges, please feel free to contact me directly.

V. TIMELINE:

A formal resubmittal is required. From a timeline stand point, the submittal and review of the requested items from LDR-Planning and LDR-Environmental are key. Until the requested sign analysis and other requested information has been provided, Environmental Analysis Section cannot make an environmental determination. The City also recommends that you receive a recommendation from the Mira Mesa Community Planning Group prior to Development Services Department sending out the Notice of Decision for approval.

Upon your review of the attached Cycle Issues Report, you may wish to schedule a meeting with staff and your consultants prior to resubmitting the project. Please telephone me if you wish to schedule a meeting with staff. During the meeting, we will also focus on key milestones that must be met in order to facilitate the review of your proposal and to project a potential timeline for a hearing date. Your next review cycle should take approximately 20 days to complete.

Municipal Code Section 126.0114 requires that a development permit application be closed if the applicant fails to submit or resubmit requested materials, information, fees, or deposits within 90 calendar days. Once closed, the application, plans and other data submitted for review may be returned to the applicant or destroyed. To reapply, the applicant shall be required to submit a new development permit application with required submittal materials, and shall be subject to all applicable fees and regulations in effect on the date the new application is deemed complete.

If you wish to continue processing this project, please note that delays in resubmitting projects and/or responding to City staff's inquiries negatively impact this Department's ability to effectively manage workload, which can lead to both higher processing costs and longer timelines for your project.

VI. RESUBMITTALS/NEXT STEPS: Resubmittals are done on a walk-in basis. Please check in on the third floor of the Development Service Center (1222 First Avenue). Please be prepared to provide the following:

A. Plans and Reports: Provide the number of sets of plans and reports as shown on the attached Submittal Requirements Report. The plans should be folded to an approximate 8 ½ x 11 inch size.

B. Cycle Issues Report response letter: Prepare a cover letter that specifically describes how you have addressed each of the issues identified in the Cycle Issues Report and any issues identified in this cover letter, if applicable. Or, you may choose to simply submit the Cycle Issues Report, identifying within the margins how you have addressed the issue. If the issue is addressed on one or more sheets of the plans or the reports, please reference the plan, sheet number, report or page number as appropriate. If it is not feasible to address a particular issue, please indicate the reason. Include a copy of this Assessment Letter, Cycle Issues Report and your response letter if applicable, with each set of plans.

C. Account: No additional deposit will be needed at this time.

San Diego County Clerk Fee: The San Diego County Clerk now requires \$50.00 to post the required public notice informing the public that a draft environmental document has been prepared. A check made out to the San Diego County Clerk for this amount will be required prior to the distribution of the draft environmental document for public review.

http://www.dfg.ca.gov/habcon/ceqa/ceqa_changes.html

D. CEQA Filing Fees: Since your project maybe determined to be Exempt from the provisions of the California Environmental Quality Act (CEQA); a Notice of Exemption (NOE) will be filed with the County Clerk after your project approval and all appeal periods have been exhausted. The County requires a \$50 documentary handling fee to file a CEQA NOE. Prior to scheduling your project for a decision, a check payable to the "San Diego County Clerk" in the amount of \$50 must be forwarded to my attention. Please include your project number on the check. A receipt for this fee and a copy of the NOE will be forwarded to you after the 30-day posting requirement by the County Clerk.

E. Records Fee: Prior to scheduling your project for a decision you must pay the Records Fee to cover the cost of imaging and archiving your complete project record electronically (see Information Bulletin 503). Please forward to me a check payable to the "City Treasurer" in the amount of (to be determined closer to the public hearing date based on volume of documents in the project file).

- VII. COMMUNITY PLANNING GROUP:** Staff provides the decision maker with the recommendation from your locally recognized community planning group. If you have not already done so, please contact Mr. John Horst, Chairperson of the Mira Mesa Community Planning Group, at mmcpg.chair@gmail.com to schedule your project for a recommendation from the group. If you have already obtained a recommendation from the community planning group, in your resubmittal, if applicable, please indicate how your project incorporates any input suggested to you by the community planning group.

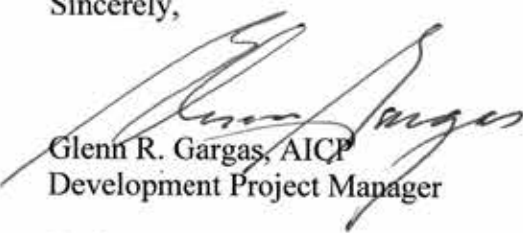
Information Bulletin 620, "Coordination of Project Management with Community Planning Committees" (available at <http://www.sandiego.gov/development-services>), provides some valuable information about the advisory role the Community Planning Group. Council Policy 600-24 provides standard operating procedures and responsibilities of recognized Community Planning Committees and is available at <http://clerkdoc.sannet.gov/Website/council-policy>.

- VIII. STAFF REVIEW TEAM:** Should you require clarification about specific comments from the staff reviewing team, please contact me, or feel free to contact the reviewer directly. The names and telephone numbers of each reviewer can be found on the enclosed Cycle Issues Report.

In conclusion, please note that information forms and bulletins, project submittal requirements, and the Land Development Code may be accessed on line at <http://www.sandiego.gov/development-services>. Many land use plans for the various communities throughout the City of San Diego are now available on line at <http://www.sandiego.gov/planning/community/profiles/index.shtml>

For modifications to the project scope, submittal requirements or questions regarding any of the above, please contact me prior to resubmittal. I may be reached by telephone at (619) 446-5142 or via e-mail at ggargas@sandiego.gov.

Sincerely,


Glenn R. Gargas, AICP
Development Project Manager

Enclosures:

1. Cycle No. 2 Issues Report
2. Required Findings
3. Submittal Requirements Report
4. Letter from Juan H. Lias of U.S. Marine Corps – Air Station Miramar, dated September 29, 2014

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Mr. Brian Longmore
October 31, 2014

cc: File
Mr. John Horst, Mira Mesa Community Planning Group
Reviewing Staff (Assessment letter only)



L64A-003A

1222 First Avenue, San Diego, CA 92101-4154

Project Information

Project Nbr: **377561** Title: Seaview Corporate Center NUP
Project Mgr: Gargas, Glenn (619) 446-5142 ggargas@sandiego.gov



Review Information

Cycle Type: 2 Submitted (Multi-Discipline) **Submitted:** 07/25/2014 Deemed Complete on 09/17/2014
Reviewing Discipline: LDR-Planning Review **Cycle Distributed:** 09/17/2014
Reviewer: Stanco Jr, Joseph **Assigned:** 09/18/2014
(619) 446-5373 **Started:** 10/06/2014
jstanco@sandiego.gov **Review Due:** 10/01/2014
Hours of Review: 3.00 **Completed:** 10/15/2014 **COMPLETED LATE**
Next Review Method: Submitted (Multi-Discipline) **Closed:** 10/31/2014

- . The review due date was changed to 10/06/2014 from 10/06/2014 per agreement with customer.
- . The reviewer has indicated they want to review this project again. Reason chosen by the reviewer: First Review Issues.
- . We request a 2nd complete submittal for LDR-Planning Review on this project as: Submitted (Multi-Discipline).
- . The reviewer has requested more documents be submitted.
- . Your project still has 13 outstanding review issues with LDR-Planning Review (all of which are new).
- . Last month LDR-Planning Review performed 219 reviews, 58.0% were on-time, and 63.2% were on projects at less than < 3 complete submittals.

1ST REVIEW - OCT 2014

Site Information

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	1	The proposed project is located at 10180 Telesis Court, in the IP-2-1 zone, within the Mira Mesa Community Plan area, Coastal Overlay Zone (Non-Appealable Area), Prime Industrial Lands, Airport Land Use Compatibility Overlay Zone (MCAS-Miramar), Airport Influence Area (Review Area 1), ALUCP Noise Contours (60-65 CNEL), and the FAA Part 77 Notification Area (MCAS-Miramar). (New Issue)

CSP

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	2	A Comprehensive Sign Plan (CSP), processed as a Neighborhood Use Permit (NUP), may be permitted to allow modifications to the Sign Regulations, if the signs as a whole are in conformance with the intent of the Sign Regulations, and if the exceptions result in an improved relationship among the signs and building facades on the premises. (New Issue)
<input type="checkbox"/>	3	The proposal for CSP which includes both wall and ground signs appears to deviate from the maximum sign area and height allowances of the Sign Regulations, the degree of which is yet to be determined. (New Issue)
<input type="checkbox"/>	4	Please revise the Sign Summary table on Sheet 2 as follows: - Signs C1A, C1B, C1C, and C1D on Building One are viewable from Telesis Court. - Sign C2A on Building Two is viewable from Telesis Court. - Signs C3A, C3B, D3A, D3B, and D3C are viewable from Telesis Court. - If any elevation exceeds 100 sq.ft. of total wall sign copy area, please include as a deviation. - Sign C4 is shown at a copy area of 94.5 sq.ft. However, this conflicts with Sheet 16 which shows Sign C4 at 21 sq.ft. Please revise to be consistent. (New Issue)
<input type="checkbox"/>	5	On Sheet 7, provide the required visibility area in accordance with Section 113.0273(c). Please note that all signs proposed within a visibility area may not exceed 3-feet in height. (New Issue)
<input type="checkbox"/>	6	On Sheet 7, dimension the distance between the proposed ground sign and the front property line. (New Issue)
<input type="checkbox"/>	7	Provide the linear width of each tenant along the following elevations of Buildings 1, 2, and 3: South & East elevations of Building One, the East elevation of Building Two, and the South & East elevations of Building Three. (New Issue)

For questions regarding the 'LDR-Planning Review' review, please call Joseph Stanco Jr at (619) 446-5373. Project Nbr: 377561 / Cycle: 2



L64A-003A

1222 First Avenue, San Diego, CA 92101-4154

<u>Issue</u>		
<u>Cleared?</u>	<u>Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	8	Please provide an explanation of how the proposed signs will be in conformance with the intent of the Sign Regulations. Per Section 142.1201, the intent of the Sign Regulations is to provide a set of standards which optimize communication and quality of signs while protecting the public and aesthetic character of the City. (New Issue)
<input type="checkbox"/>	9	Please provide actual sign copy area comparisons between the proposed signage and those on nearby, similarly zoned industrial properties within the Coastal Overlay Zone. This is particularly relevant for signage that is deviating from the Sign Regulations (i.e. wall signs over 100 sq.ft., ground sign over 3-feet high within 15-feet of the front property line). (New Issue)
<input type="checkbox"/>	10	Please provide the width of Telesis Court on the plans. (New Issue)
<input type="checkbox"/>	11	Please provide the street speed limit for Telesis Court. (New Issue)
<input type="checkbox"/>	12	Please provide draft Neighborhood Use Permit (NUP) findings for staff to review and consider, per Section 126.0805. (New Issue)

Planning Group

<u>Issue</u>		
<u>Cleared?</u>	<u>Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	13	Please obtain a formal recommendation from the Mira Mesa Planning Group for the proposed Sign Plan. Planning staff will consider all recommendations and/or concerns from the Planning Group in making their final decision. (New Issue)





L64A-003A

1222 First Avenue, San Diego, CA 92101-4154

Review Information

Cycle Type: 2 Submitted (Multi-Discipline) **Submitted:** 07/25/2014 Deemed Complete on 09/17/2014
Reviewing Discipline: LDR-Environmental **Cycle Distributed:** 09/17/2014
Reviewer: Cooper, Scott **Assigned:** 09/17/2014
(619) 446-5378 **Started:** 09/25/2014
SJCooper@sandiego.gov **Review Due:** 10/06/2014
Hours of Review: 2.50 **Completed:** 10/15/2014 **COMPLETED LATE**
Next Review Method: Submitted (Multi-Discipline) **Closed:** 10/31/2014

- The reviewer has indicated they want to review this project again. Reason chosen by the reviewer: First Review Issues.
- We request a 2nd complete submittal for LDR-Environmental on this project as: Submitted (Multi-Discipline).
- The reviewer has requested more documents be submitted.
- Your project still has 2 outstanding review issues with LDR-Environmental (all of which are new).
- Last month LDR-Environmental performed 111 reviews, 37.8% were on-time, and 35.7% were on projects at less than < 3 complete submittals.

1st Review (Oct '14)

Environmental Determination

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	1	Until the requested information from other disciplines has been provided, staff is not able to complete the environmental review for the project and the environmental processing timeline will be held in abeyance. EAS will coordinate with the other reviewers as the review progresses regarding any additional potential environmental impacts. (New Issue)
<input type="checkbox"/>	2	Please be aware that the environmental review may change in response to any project changes and/or new information. Additionally, the new information may lead to the requirement of new and/or additional technical studies. A determination as to the appropriate environmental document will be made based on all reviewed and submitted information. (New Issue)





L64A-003A

Review Information

Cycle Type: 2 Submitted (Multi-Discipline) **Submitted:** 07/25/2014 Deemed Complete on 09/17/2014
Reviewing Discipline: Community Planning Group **Cycle Distributed:** 09/17/2014
Reviewer: Gargas, Glenn **Assigned:** 09/22/2014
(619) 446-5142 **Started:** 09/22/2014
ggargas@sandiego.gov **Review Due:** 10/01/2014
Hours of Review: 0.30 **Completed:** 09/22/2014 **COMPLETED ON TIME**
Next Review Method: Submitted (Multi-Discipline) **Closed:** 10/31/2014

- . The review due date was changed to 10/06/2014 from 10/06/2014 per agreement with customer.
- . The reviewer has indicated they want to review this project again. Reason chosen by the reviewer: First Review Issues.
- . We request a 2nd complete submittal for Community Planning Group on this project as: Submitted (Multi-Discipline).
- . The reviewer has requested more documents be submitted.
- . Your project still has 1 outstanding review issues with Community Planning Group (all of which are new).
- . Last month Community Planning Group performed 61 reviews, 62.3% were on-time, and 36.1% were on projects at less than < 3 complete submittals.

Mira Mesa - Oct. 2014

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	1	Please contact the Chair for the Mira Mesa Community Planning Group, (as identified in the assessment letter) to make arrangements to present your project for review at their next available meeting. This Community Plannig Group is officially recognized by the City as a representative of the community, and an advisor to the City in actions that would affect the community. The Development Services Department has notified the group of your request and has sent them a copy of your project plans and documents. (New Issue) [Recommended]





L64A-003A

Review Information

Cycle Type: 2 Submitted (Multi-Discipline)	Submitted: 07/25/2014	Deemed Complete on 09/17/2014
Reviewing Discipline: MCAS Miramar	Cycle Distributed: 09/17/2014	
Reviewer: Gargas, Glenn (619) 446-5142 ggargas@sandiego.gov	Assigned: 10/03/2014	
	Started: 10/03/2014	
Hours of Review: 0.30	Review Due: 10/01/2014	
Next Review Method: Conditions	Completed: 10/15/2014	COMPLETED LATE
	Closed: 10/31/2014	

- The review due date was changed to 10/06/2014 from 10/06/2014 per agreement with customer.
- We request a 2nd complete submittal for MCAS Miramar on this project as: Conditions.
- The reviewer has requested more documents be submitted.

Airstation Miramar Oct. 2014

<u>Issue</u>		
<u>Cleared?</u>	<u>Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	1	A letter dated Sept. 29, 2014, was received by the City from U.S. Marine Corps - Airstation Miramar, Liaison Officer, J.H. Lias. The letter states that they have determined that the proposed project is consistent with AICUZ noise and safety compatibility guidelines and does not appear to penetrate the Federal Aviation Administration (FAA) Part 77 Outer Horizontal Surface and/or any Terminal Instrument Procedures (TERPS) surfaces. A copy of the letter is in the file and sent to the applicant. (New Issue)





L64A-003A

Review Information

Cycle Type: 2 Submitted (Multi-Discipline)	Submitted: 07/25/2014	Deemed Complete on 09/17/2014
Reviewing Discipline: LDR-Transportation Dev	Cycle Distributed: 09/17/2014	
Reviewer: Lundquist, Jim (619) 446-5396 jlundquist@sandiego.gov	Assigned: 09/17/2014	
	Started: 09/29/2014	
Hours of Review: 1.00	Review Due: 10/01/2014	
Next Review Method: Submitted (Multi-Discipline)	Completed: 09/29/2014	COMPLETED ON TIME
	Closed: 10/31/2014	

- The review due date was changed to 10/06/2014 from 10/06/2014 per agreement with customer.
- We request a 2nd complete submittal for LDR-Transportation Dev on this project as: Submitted (Multi-Discipline).
- The reviewer has requested more documents be submitted.
- Your project still has 2 outstanding review issues with LDR-Transportation Dev (all of which are new).
- Last month LDR-Transportation Dev performed 44 reviews, 84.1% were on-time, and 19.4% were on projects at less than < 3 complete submittals.

24004840 9/29/14

<u>Cleared?</u>	<u>Num</u>	<u>Issue Text</u>
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- | | | |
|--------------------------|---|---|
| <input type="checkbox"/> | 1 | <p>The project involves new signs at 10180 Telesis Court.</p> <p>There is one sign proposed near the cul-de-sac at the end of the public street known as Telesis Court. Said sign is a replacement sign which must match the existing setback as shown on sheet 7 of 19.</p> <p>Transportation Development has no comments regarding this N.U.P.</p> <p>(New Issue)</p> |
| <input type="checkbox"/> | 2 | <p>Transportation Development does not need to see this project again. (New Issue)</p> |



REQUIRED PERMIT FINDINGS :

Neighborhood Use Permit - Section 126.0205

- 1. The proposed development will not adversely affect the applicable land use plan;**
- 2. The proposed development will not be detrimental to the public health, safety, and welfare; and**
- 3. The proposed development will comply with the applicable regulations of the Land Development Code, including any allowable deviations pursuant to the Land Development Code.**

Submittal Requirements



THE CITY OF SAN DIEGO
Development Services
1222 First Avenue, San Diego, CA 92101-4154

10/31/14 2:38 pm

Page 1 of 1

L64A-001

Project Information

Project Nbr: **377561** Title: Seaview Corporate Center NUP
Project Mgr: Gargas, Glenn (619)446-5142 ggargas@sandiego.gov



Review Cycle Information

Review Cycle: 5 Submitted (Multi-Discipline) Opened: 10/31/2014 9:35 am Submitted:
Due: Due: Closed:

Required Documents:

<u>Package Type</u>	<u>Pkg Qty</u>	<u>Document Type</u>	<u>Qty Needed</u>
Development Plans	4	Site Development Plans	4



UNITED STATES MARINE CORPS

MARINE CORPS AIR STATION
P.O. BOX 452001
SAN DIEGO, CA 92145-2001

11103
CP&L/377561
September 29, 2014

CITY OF SAN DIEGO
DEVELOPMENT SERVICES DEPARTMENT
ATTN: GLENN GARGAS
1222 FIRST AVENUE
SAN DIEGO, CA 92101-4154

RE: MIRA MESA COMMUNITY PLAN; SEAVIEW CORPORATE CENTER SIGN
PROGRAM, PN 377561, APN 341-460-01 to -08

Dear Mr. Gargas,

This is in response to the review package from the City of San Diego which proposes signage changes on existing buildings within the Mira Mesa Community Planning area.

The proposed site is contained within the "Marine Corps Air Station (MCAS) Miramar AICUZ Study Area" identified in the 2005 Air Installations Compatible Use Zones (AICUZ) Update for MCAS Miramar. The project is: 1) within the adopted 2008 MCAS Miramar ALUCP Airport Influence Area (AIA) Review Area I, 2) outside the 60+ dB Community Noise Equivalent Level (CNEL) noise contours, 3) within Accident Potential Zone (APZ) II, 4) beneath the Outer Horizontal Surface of MCAS Miramar (Federal Aviation Regulation Part 77), and 5) beneath and/or near established fixed and rotary-wing flight corridors for aircraft transiting to and from MCAS Miramar.

It has been determined that the proposed project is consistent with AICUZ noise and safety compatibility guidelines and does not appear to penetrate the Federal Aviation Administration (FAA) Part 77 Outer Horizontal Surface and/or any Terminal Instrument Procedures (TERPS) surfaces. However, please note that the FAA is the only agency that can officially determine if a structure exceeds an airspace surface and/or what impact it would have on air navigation. Any negative determination would be inconsistent with AICUZ guidelines for safety of flight.

This location will experience noise impacts from the Lakee, Seawolf and Ground Controlled Approach (GCA) Box Pattern Flight Corridors for fixed-wing operations. The site will also

11103
CP&L/377561
September 29, 2014

experience noise impacts from the Beach, Fairways and GCA Box Pattern Flight Corridors for helicopter operations.

Occupants will routinely see and hear military aircraft and experience varying degrees of noise and vibration. Consequently, we are recommending full disclosure of noise and visual impacts to all initial and subsequent purchasers, lessees, or other potential occupants.

Since the project is within the AIA for the MCAS Miramar ALUCP, and to ensure that the project is consistent with ALUCP guidelines, we recommend that ALUC staff be contacted to determine if an official consistency determination is required.

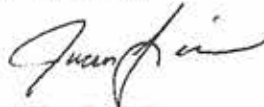
Normal hours of operation at MCAS Miramar are as follows:

Monday through Thursday	7:00 a.m. to 12:00 midnight
Friday	7:00 a.m. to 6:00 p.m.
Saturday, Sunday, Holidays	8:00 a.m. to 6:00 p.m.

MCAS Miramar is a master air station, and as such, can operate 24 hours per day, 7 days per week. Fiscal and manpower constraints, as well as efforts to reduce the noise impacts of our operations on the surrounding community, impose the above hours of operation. Circumstances frequently arise which require an extension of these operating hours.

Thank you for the opportunity to review this land use proposal. If we may be of any further assistance, please contact us at (858) 577-6603.

Sincerely,



J. H. LIAS
Community Plans and Liaison Office
By direction of the Commanding Officer

Copy to:
Mira Mesa Community Planning Group, Chair, John Horst
San Diego County Regional Airport Authority, Ed Gowens



L64A-003A

Project Information

Project Nbr: 67943 **Title:** STONE CREEK
Project Mgr: Daly, Tim (619) 446-5356 TPDaly@sandiego.gov



Review Information

Cycle Type: 63 Submitted (Multi-Discipline)	Submitted: 08/21/2014	Deemed Complete on 08/21/2014
Reviewing Discipline: LDR-Planning Review	Cycle Distributed: 08/21/2014	
Reviewer: Majas, Polonia (619) 446-5394 pmajas@sandiego.gov	Assigned: 08/21/2014	
	Started: 09/24/2014	
Hours of Review: 1.50	Review Due: 09/26/2014	
Next Review Method: Submitted (Multi-Discipline)	Completed: 09/26/2014	COMPLETED ON TIME
	Closed: 10/29/2014	

- . The review due date was changed to 10/15/2014 from 10/01/2014 per agreement with customer.
- . We request a 11st complete submittal for LDR-Planning Review on this project as: Submitted (Multi-Discipline).
- . The reviewer has requested more documents be submitted.
- . Your project still has 15 outstanding review issues with LDR-Planning Review (15 of which are new issues).
- . The reviewer has not signed off 1 job.
- . Last month LDR-Planning Review performed 219 reviews, 58.0% were on-time, and 63.2% were on projects at less than < 3 complete submittals.

Conditions

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	182	The project may be developed in phases as specified within the Stone Creek Master Plan. In order to allow for appropriate review of each phase and to determine consistency with this permit, all plans associated with construction permits shall be submitted for a Substantial Conformance Review, Process 2. The project shall be consistent with the approved Exhibit A's and the Stone Creek Master Plan. Process 2, Substantial Conformance Review shall include Long Range Planning. (From Cycle 47)
<input checked="" type="checkbox"/>	183	The Owner/Permittee shall design, construct, and implement the development of the project consistent with the Stone Creek Master Plan. The phasing of the mining and extractive uses shall be consistent with all the phasing requirements and conditions as established by the Stone Creek Master Plan. (From Cycle 47)
<input checked="" type="checkbox"/>	184	The mining and extractive facility shall conform to all the applicable regulations as specified in SDMC Section 141.1004 including the approved reclamation plans as demonstrated within the approved Conditional Use Permit Reclamation Plan Exhibits. (From Cycle 47)
<input checked="" type="checkbox"/>	185	Hours of operation for grading, excavating and hauling within 500 feet of any existing residence shall be limited to 7:00 a.m. to 7:00 p.m., Monday through Saturday. Prohibited days of operation include Sunday and legal holidays. (From Cycle 47)
<input checked="" type="checkbox"/>	186	Hours of operation for the mining and extractive facility including but not limited to grading, excavating and hauling within 500 feet of a school shall be coordinated with the school administrator to avoid conflicts during outdoor learning activities. (From Cycle 47)
<input checked="" type="checkbox"/>	187	Prior to issuance of building permits for the new residential development a noise mitigation plan shall be required that identifies any noise affiliated with the mining and extractive operation and any construction activity so as to cause, at or beyond the property lines of any property zoned residential, an average sound level greater than 65 decibels during the period from 7:00 a.m. to 7:00 p.m., Monday through Saturday. Prohibited days of operation include Sunday and legal holidays. A letter, verifying compliance with the 65 decibels shall be prepared by a qualified acoustician. (From Cycle 47)
<input checked="" type="checkbox"/>	188	All storage areas, staging and repair areas shall be screened from the adjacent development and from the public rights of way. (From Cycle 47)
<input checked="" type="checkbox"/>	189	Areas of operations including the mining and construction shall be properly fenced and gates to protect and prevent public access and entry. (From Cycle 47)
<input checked="" type="checkbox"/>	190	All contaminants, waste and other hazardous materials shall be properly disposed in accordance with local and State regulations. (From Cycle 47)
<input checked="" type="checkbox"/>	191	Air contaminants including smoke, charred paper, dust, soot, grime, carbon, noxious acids, toxic fumes, gases, odors, and particulate matter, or any emissions that endanger human health, cause damage to vegetation or property, or cause soiling shall not be permitted to emanate beyond the boundaries of the premises upon which the use emitting the contaminants is located. (From Cycle 47)
<input checked="" type="checkbox"/>	192	All operating areas which emit air contaminants shall be maintained as required and determined by the by the San Diego County Air Pollution Control District. (From Cycle 47)
<input checked="" type="checkbox"/>	193	The project site shall be maintained in a neat, orderly manner, free of all junk, litter, trash and debris. (From Cycle 47)
<input checked="" type="checkbox"/>	194	Off street parking shall be maintained and provided on site at a level sufficient to serve the operation of the mining and extractive facility and within the phased development of the project site. (From Cycle 47)

For questions regarding the 'LDR-Planning Review' review, please call Polonia Majas at (619) 446-5394. Project Nbr: 67943 / Cycle: 63





L64A-003A

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	195	All signs associated within the development shall be consistent with an established comprehensive sign plans of with the regulations of the underlying zone. (From Cycle 47)
<input checked="" type="checkbox"/>	196	All private outdoor lighting shall be shaded and adjusted to fall on the same premises where such lights are located and in accordance with the outdoor lighting regulations as specified in SDMC Section 142.0740. (From Cycle 47)

Revised Conditions

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	197	The project may be developed in phases as specified within the Stone Creek Master Plan. In order to allow for appropriate review of each phase and to determine consistency with this permit, all plans associated with construction permits shall be submitted for a Substantial Conformance Review, Process 2. The project shall be consistent with the approved Exhibit A's and the Stone Creek Master Plan. Process 2, Substantial Conformance Review shall include Long Range Planning. (New Issue)
<input type="checkbox"/>	198	The Owner/Permittee shall design, construct, and implement the development of the project consistent with the Stone Creek Master Plan. The phasing of the mining and extractive uses shall be consistent with all the phasing requirements and conditions as established by the Stone Creek Master Plan. (New Issue)
<input type="checkbox"/>	199	The mining and extractive facility shall conform to all the applicable Conditional Use Permit regulations as specified in SDMC Section 141.1004 and the approved Conditional Use Permit Reclamation Plan Exhibits. (New Issue)
<input type="checkbox"/>	200	Hours of operation for the development of the project site including the extraction facility, grading, excavating and hauling shall be limited to 7:00 a.m. to 7:00 p.m., Monday through Saturday. Prohibited days of operation include Sunday and legal holidays. (New Issue)
<input type="checkbox"/>	201	Hours of operation for the mining and extractive facility including but not limited to grading, excavating and hauling within 500 feet of a school shall be coordinated with the school administrator to avoid conflicts during outdoor learning activities. (New Issue)
<input type="checkbox"/>	202	Prior to issuance of building permits for the new residential development a noise mitigation plan shall be required that identifies any noise affiliated with the mining and extractive operation and any construction activity so as to cause, at or beyond the property lines of any property zoned residential, an average sound level greater than 65 decibels during the period from 7:00 a.m. to 7:00 p.m., Monday through Saturday. Prohibited days of operation include Sunday and legal holidays. A letter, verifying compliance with the 65 decibels shall be prepared by a qualified acoustician. (New Issue)
<input type="checkbox"/>	203	All storage areas, staging and repair areas shall be screened from the adjacent development and from the public rights of way. (New Issue)
<input type="checkbox"/>	204	Areas of operations including the mining and construction shall be properly fenced and gated to protect and prevent public access and entry. (New Issue)
<input type="checkbox"/>	205	All contaminants, waste and other hazardous materials shall be properly disposed in accordance with local and State regulations. (New Issue)
<input type="checkbox"/>	206	Air contaminants including smoke, charred paper, dust, soot, grime, carbon, noxious acids, toxic fumes, gases, odors, and particulate matter, or any emissions that endanger human health, cause damage to vegetation or property, or cause soiling shall not be permitted to emanate beyond the boundaries of the premises upon which the use emitting the contaminants is located. (New Issue)
<input type="checkbox"/>	207	All operating areas which emit air contaminants shall be maintained as required and determined by the by the San Diego County Air Pollution Control District. (New Issue)
<input type="checkbox"/>	208	The project site shall be maintained in a neat, orderly manner, free of junk, litter, trash and debris. (New Issue)
<input type="checkbox"/>	209	Off street parking shall be maintained and provided on site at a level sufficient to serve the operation of the mining and extractive facility. (New Issue)
<input type="checkbox"/>	210	All signs associated within the development shall be consistent with an established comprehensive sign plans or with the regulations of the underlying zone. (New Issue)
<input type="checkbox"/>	211	All private outdoor lighting shall be shaded and adjusted to fall on the same premises where such lights are located and in accordance with the outdoor lighting regulations as specified in SDMC Section 142.0740. (New Issue)





L64A-003A

Review Information

Cycle Type: 63 Submitted (Multi-Discipline)	Submitted: 08/21/2014	Deemed Complete on 08/21/2014
Reviewing Discipline: LDR-Geology	Cycle Distributed: 08/21/2014	
Reviewer: Quinn, Jim (619) 446-5334 jpquinn@sandiego.gov	Assigned: 08/21/2014	
	Started: 08/21/2014	
Hours of Review: 3.00	Review Due: 09/26/2014	
Next Review Method: LDR-Geology(Submit)	Completed: 10/01/2014	COMPLETED LATE
	Closed: 10/29/2014	

- . The review due date was changed to 10/15/2014 from 10/01/2014 per agreement with customer.
- . The reviewer has indicated they want to review this project again. Reason chosen by the reviewer: Partial Response to Cmnts/Regs.
- . We request a 10th complete submittal for LDR-Geology on this project as: LDR-Geology(Submit).
- . The reviewer has requested more documents be submitted.
- . Your project still has 23 outstanding review issues with LDR-Geology (17 of which are new issues).
- . Last month LDR-Geology performed 79 reviews, 48.1% were on-time, and 68.1% were on projects at less than < 3 complete submittals.

📁 Cycle 38 Review (7/22/13)

📁 Reference

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	23	Stone Creek Conditional Use Permit, Reclamation Plan, prepared by BDS Engineering, Inc., dated July 17, 2013 (their project no. 04-23)

(From Cycle 38)

📁 Comment

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	24	Submit an addendum geotechnical report or update letter that specifically addresses the proposed revised mining and reclamation plans referenced above.

(From Cycle 38)

📁 Cycle 47 Review (3/5/14)

📁 References

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	25	Response to Review Comments, Stone Creek, Vesting Tentative Map No. 208328, PTS No. 67943, W.O. No. 42-2637, San Diego, California, prepared by Geocon, Inc., dated September 4, 2013 (their project no. 07524-32-02)

Stone Creek Conditional Use Permit, Mining and Reclamation Plan, prepared by BDS Engineering, Inc., dated January 31, 2014 (their project no. 04-23)

Stone Creek Vesting Tentative Map, No. 208328, PTS No. 67943, City of San Diego, prepared by BDS Engineering, Inc., dated January 31, 2014 (their project no. 04-23)

(From Cycle 47)

📁 Comments

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	26	As previously requested, submit an addendum geotechnical report or update letter that specifically addresses the proposed revised mining and reclamation plans referenced above. If opinions regarding geologic hazards are provided, the addendum geotechnical report or update letter should be signed or sealed by a professional geologist.

(From Cycle 47)





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<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	27	Clarify if the soil and geologic reconnaissance report dated April 14, 2006 (revised May 10, 2006) addresses all potential geologic impacts related to the currently proposed Stone Creek Vesting Tentative Map and Stone Creek Conditional Use Permit (Mining and Reclamation Plans). (From Cycle 47)
<input type="checkbox"/>	28	The Vesting Tentative Map shows the location of proposed storm water BMPs. If the proposed storm water BMPs result in active or passive storm water infiltration or percolations, the geotechnical consultant should address the BMPs in accordance with Appendix F of the City's Guidelines for Geotechnical Reports. (From Cycle 47)

Cycle 63 Review (10/1/2014)

References

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	29	Response to Review Comments, Stone Creek, Vesting Tentative Map No. 208328, PTS No. 67943, W.O. No. 42-2637, San Diego, California, prepared by Geocon, Inc., dated May 12, 2014 (their project no. 07524-32-02) Stone Creek Conditional Use Permit, Mining and Reclamation Plan, prepared by BDS Engineering, Inc., dated August 18, 2014 (their project no. 04-23) Stone Creek Vesting Tentative Map, No. 208328, PTS No. 67943, City of San Diego, prepared by BDS Engineering, Inc., dated August 18, 2014 (their project no. 04-23) (New Issue)

Comments

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	30	The previous review comments have not been cleared and remain applicable. The following comments are offered to provide guidance regarding the previous comments. (New Issue)
<input type="checkbox"/>	31	Provide a geologic map that shows the currently proposed Tentative Map, Reclamation Plan, and Mining Plan grades. Several maps could be necessary to clearly show the relationship of these plans with the site geology. (New Issue)
<input type="checkbox"/>	32	Provide representative geologic cross sections showing the proposed mining grades, reclamation grades, and tentative map grades in relationship with the site geology. Show groundwater conditions on the cross sections. (New Issue)
<input type="checkbox"/>	33	Note that California Public Resource Code 2772(c)(5) indicates that reclamation plan shall include the following information: "a detailed description of the geology of the area in which surface mining is to be conducted." (New Issue)
<input type="checkbox"/>	34	Note that the site is partially located within Geology Hazard Category (GHC) 53 as shown on the San Diego Seismic Safety Study maps. GHC 53 is characterized as having adverse geologic structure. The consultant should address if the geologic structure of the site is adverse with respect to slope stability for the proposed mining, reclamation, or grading plan slopes. (New Issue)
<input type="checkbox"/>	35	The consultant could consider updating their description of site geology to be consistent with current regional geologic mapping (Kennedy and Tan, 2008). (New Issue)
<input type="checkbox"/>	36	In addition to the geologic hazards previously described in the referenced geotechnical documents the consultant could consider addressing the following geologic hazards with respect to the proposed mining plan, reclamation plan, and tentative map: (New Issue)
<input type="checkbox"/>	37	Address differential settlement/ seismic compaction. (New Issue)
<input type="checkbox"/>	38	Address hyrocompaction/ consolidation. (New Issue)
<input type="checkbox"/>	39	Address gross and surficial slope stability. (New Issue)





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<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	40	Address flooding due to possible dam collapse. (New Issue)
<input type="checkbox"/>	41	Address potential impacts, mitigation measures, and unmitigated significant effects. (New Issue)
<input type="checkbox"/>	42	Indicate if the proposed mining, reclamation grading, or grading shown on the vesting tentative map will destabilize or result in settlement of adjacent property or the right of way. (New Issue)
<input type="checkbox"/>	43	The seismic design criteria provided in the referenced soil and geologic reconnaissance report are not applicable. The consultant could consider providing updated information. (New Issue)
<input type="checkbox"/>	44	As noted in the LDR-Engineering review comments (item 101), the analysis of permanent storm water BMPs cannot be deferred and must be addressed at this time. If the proposed storm water BMPs result in active or passive storm water infiltration or percolation, the geotechnical consultant should address the BMPs in accordance with Appendix F of the City's Guidelines for Geotechnical Reports. (New Issue)
<input type="checkbox"/>	45	The engineer of work should show proposed reclamation grades in the southern part of reclamation plan sheets 6 and 7, north and adjacent to the proposed quarry walls. (New Issue)





L64A-003A

Review Information

Cycle Type: 63 Submitted (Multi-Discipline)	Submitted: 08/21/2014	Deemed Complete on 08/21/2014
Reviewing Discipline: LDR-Environmental	Cycle Distributed: 08/21/2014	
Reviewer: Blake, Martha (619) 446-5375 mblake@sandiego.gov	Assigned: 08/21/2014	
	Started: 10/14/2014	
Hours of Review: 1.00	Review Due: 10/01/2014	
Next Review Method: Submitted (Multi-Discipline)	Completed: 10/14/2014	COMPLETED LATE
	Closed: 10/29/2014	

- . The reviewer has indicated they want to review this project again. Reason chosen by the reviewer: Partial Response to Cmnts/Regs.
- . We request a 10th complete submittal for LDR-Environmental on this project as: Submitted (Multi-Discipline).
- . The reviewer has requested more documents be submitted.
- . Your project still has 8 outstanding review issues with LDR-Environmental (2 of which are new issues).
- . The reviewer has not signed off 1 job.
- . Last month LDR-Environmental performed 111 reviews, 37.8% were on-time, and 35.7% were on projects at less than < 3 complete submittals.

Environmental Impact Report (E)

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	28	EAS is leaving open all comments noting the preparation of the EIR. As noted in comment 15, EAS expects that the majority of our issues will be vetted and resolved through the EIR process. (From Cycle 38)

Review 9/27/06

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	2	EAS staff has not yet received the first screencheck EIR and associated technical studies for the issues identified in the scoping letter dated September 15, 2005. Until these materials are received, the environmental timeline will be held in abeyance. (From Cycle 9)

April 24, 2007

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	3	As noted in the earlier review cycles, the project as proposed requires the preparation of an EIR. EAS understands that the first screencheck is in the process of being prepared, and will be submitted under separate cover when complete. The majority of comments from EAS will be through the review of the screencheck EIRs at this point. (From Cycle 12)
<input checked="" type="checkbox"/>	4	EAS has unchecked the 'needed again' for a number of the technical documents. EAS will need copies of any final approved technical reports, however until those documents are approved by the appropriate discipline, EAS will not need extra copies. Those technical reports may be dealt with through the EIR screencheck review process. (From Cycle 12)

January 8, 2009

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	5	Staff has determined the proposed project meets the definition of a "water demand" project, and there requires the preparation of a Water Supply Assessment, consistent with section 10910 to 10915 of the State Water Code. EAS will prepare a memo for the City Water Department to begin the preparation of the WSA. Staff may need additional detail from the applicant for this report. (From Cycle 18)
<input checked="" type="checkbox"/>	6	As noted in the earlier review cycles, the proposed project requires the preparation of an EIR, and the majority of the EAS staff review will occur through the screencheck review process. (From Cycle 18)
<input checked="" type="checkbox"/>	27	Staff and the applicant still need to coordinate on getting the WSA letter and technical information prepared to submit to the Public Utilities Department, Water in order to have a WSA prepared. (From Cycle 38)
<input checked="" type="checkbox"/>	29	EAS discussed the information that will be needed to draft the WSA request memo at a meeting on 2/20/2014. Please provide that information soon as possible, as it can take 90 days (or more) to have the memo prepared once all of the required information has been received by the Public Utilities Department. (From Cycle 47)
<input type="checkbox"/>	35	Public Utilities has responded to the request for a WSA, asking for additional project details. These questions have been provided to the applicant. (New Issue)

Revised Review (1/2012)

Greenhouse Gas Emissions

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	23	As noted under comment 19, this report will be submitted as part of the EIR review process. (From Cycle 38) [Recommended]

For questions regarding the 'LDR-Environmental' review, please call Martha Blake at (619) 446-5375. Project Nbr: 67943 / Cycle: 63





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Biological Resources

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	24	Staff understands that coordination meetings have not yet occurred but that meetings will be arranged in the future. The applicant has indicated that staff will be informed of and invited to the meetings as needed. (From Cycle 38) [Recommended]
<input checked="" type="checkbox"/>	25	Staff realized that MSCP staff have not been a reviewer on this project, most likely because the project site is not within or adjacent to the MHPA. However, given the wetlands impacts, MSCP will need to be a reviewer, and EAS staff has discussed this with the City's Project Manager to ensure this happens with the next review cycle. (From Cycle 38) [Recommended]
<input checked="" type="checkbox"/>	30	Please submit copies of the biology report (updated as necessary if it is more than 24 months old - please note the document cannot be more than 24 months old when any document is distributed to the public and agencies) for review with the EIR screencheck. (From Cycle 47)

General

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	22	EAS will defer to other disciplines for specific technical issues such as transportation, water quality, geology, etc., but will coordinate with those staff members as the environmental review progresses to ensure full disclosure of any potentially significant environmental impacts. (From Cycle 33)

March 2014

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	31	EAS has updated some comments above (see 29 & 30), but acknowledges most of EAS comments will be coming through the EIR review process. Please note that many technical studies may need to be updated or revised prior to circulation of any draft EIR to ensure the information contained in those reports are up-to-date at the time of EIR release. (From Cycle 47)

Police

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	32	The police department has provided the following information regarding response times: The project site is currently located within the boundaries of police beat 242. 2013 average response times are 7.2 minutes for emergency calls; 12.6 for priority one; 26.1 for priority two; 57 for priority three; and 59.6 for priority four calls. (From Cycle 47)
<input type="checkbox"/>	33	The SDPD recommended that a CPTED review be set up for this project, which the DPM has done. (From Cycle 47)

Fire

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	34	A request was made to SDFD for fire response times for this project. That information has not yet been provided. (From Cycle 47)

October 2014

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	36	At this time, EAS has no comments on the plans, but will be working through the EIR cycle and associated technical reports submitted with the EIR. (New Issue)





L64A-003A

Review Information

Cycle Type: 63 Submitted (Multi-Discipline)	Submitted: 08/21/2014	Deemed Complete on 08/21/2014
Reviewing Discipline: LDR-Engineering Review	Cycle Distributed: 08/21/2014	
Reviewer: Weston, Don (619) 446-5281 dweston@sandiego.gov	Assigned: 08/22/2014	
	Started: 09/04/2014	
Hours of Review: 5.00	Review Due: 09/26/2014	
Next Review Method: Submitted (Multi-Discipline)	Completed: 09/30/2014	COMPLETED LATE
	Closed: 10/29/2014	

- . The review due date was changed to 10/15/2014 from 10/01/2014 per agreement with customer.
- . The reviewer has indicated they want to review this project again. Reason chosen by the reviewer: Partial Response to Cmnts/Regs.
- . We request a 10th complete submittal for LDR-Engineering Review on this project as: Submitted (Multi-Discipline).
- . The reviewer has requested more documents be submitted.
- . Your project still has 52 outstanding review issues with LDR-Engineering Review (10 of which are new issues).
- . The reviewer has not signed off 1 job.
- . Last month LDR-Engineering Review performed 82 reviews, 91.5% were on-time, and 34.8% were on projects at less than < 3 complete submittals.

FEMA Conditions

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	9	A portion of this project has been identified as being within the floodway of a Special Flood Hazard Area (Carroll Canyon Creek, panel 1344/1363F). No increases to base flood elevations are allowed. A Registered Professional Engineer shall submit a no rise certification along with a detailed engineering analysis to substantiate the certification. The analysis is subject to the approval of the City Engineer. (From Cycle 4)
<input type="checkbox"/>	10	If the engineering analysis shows the development will alter the floodway or floodplain boundaries of the Special Flood Hazard Area, the developer must obtain a Conditional Letter of Map Revision from the Federal Emergency Management Agency prior to issuance of any grading, engineering, or building permits. The developer must provide all documentation, engineering calculations, and fees which are required by FEMA. (From Cycle 4)
<input type="checkbox"/>	11	No structures except those allowed by Section 131.0222 (Use Regulations for Open Space Zones) of the Land Development Code shall be built within the floodway. (From Cycle 4)
<input type="checkbox"/>	12	Fill placed in the SFHA for the purpose of creating a building pad must be compacted to 95% of the maximum density obtainable with the Standard Proctor Test Fill method issued by the American Society for Testing and Materials (ASTM Standard D-698). Granular fill slopes must have adequate protection for a minimum flood water velocity of five feet per second. (From Cycle 4)
<input type="checkbox"/>	13	The developer shall denote on the final map and the improvement plans "Subject to Inundation" all areas lower than the base flood elevation plus 2 feet. (From Cycle 4)
<input type="checkbox"/>	14	The developer shall enter into an agreement with the City waiving the right to oppose a special assessment initiated for the construction of flood control facilities and their perpetual maintenance. (From Cycle 4)
<input type="checkbox"/>	15	The developer shall grant a flowage easement, satisfactory to the City Engineer, over property within the floodway. (From Cycle 4)
<input type="checkbox"/>	16	If this project proposes to construct nonresidential structures within the flood fringe of the Special Flood Hazard Area (SFHA) for the Carroll Canyon Creek as shown on Flood Insurance Rate Map panel 06073C1968 F. No work is allowed within the regulatory floodway. All structures built within the SFHA must be constructed with the lowest floor elevated a minimum of two feet above the base flood elevation (BFE) at that location. Otherwise, the structures must be floodproofed to a minimum of two feet above the BFE. (From Cycle 4)
<input type="checkbox"/>	17	If the structures will be elevated on fill, such that the lowest adjacent grade is at or above the BFE, the applicant must obtain a Letter of Map Revision based on Fill (LOMR-F) prior to occupancy of the building. The developer must provide all documentation, engineering calculations, and fees which are required by FEMA to process and approve the LOMR-F (From Cycle 4)





L64A-003A

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	18	If the structures will be floodproofed, they must be constructed to meet the requirements of the Federal Insurance Administration's Technical Bulletin 3-93. Additionally, a registered civil engineer or architect must certify prior to occupancy that those requirements have been met. (From Cycle 4)
<input type="checkbox"/>	19	If this project proposes development in Zone A of a Special Flood Hazard Area (SFHA). Because there are no published base flood elevations for this reach, the applicant will be required to develop those elevations per the methodology set forth in Managing Floodplain Development In Approximate Zone A Areas, A Guide For Obtaining And Developing Base (100-Year) Flood Elevations, April 1995, Federal Emergency Management Agency prior to issuance of a grading permit. (From Cycle 4)
<input type="checkbox"/>	20	Once the base flood elevations have been determined and approved by the City Engineer, all structures built within the SFHA must have the lowest floor elevated 2 feet above the base flood elevation at that location. (From Cycle 4)

Draft TM Conditions

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	35	The subdivider shall obtain a bonded grading permit for the grading proposed for this project. All grading shall conform to requirements in accordance with the City of San Diego Municipal Code in a manner satisfactory to the City Engineer (From Cycle 12)
<input type="checkbox"/>	43	The subdivider has reserved the right to record multiple final maps over the area shown on the approved tentative map. In accordance with Article 66456.1 of the Subdivision Map Act, the City Engineer shall retain the authority to review the areas of the tentative map the subdivider is including in each final map. The City Engineer may impose reasonable conditions relating to the filing of multiple final maps, in order to provide for orderly development, such as off-site public improvements, that shall become requirements of final map approval for a particular unit. (From Cycle 12)
<input type="checkbox"/>	44	In addition, the multiple map sequence will terminate the original Conditional Use permit (CUP) at each approved final map. (From Cycle 12)
<input type="checkbox"/>	49	Development of this project shall comply with all requirements of State Water Resources Control Board (SWRCB) Order No. 99-08 DWQ and the Municipal Storm Water Permit, Order No. 2001-01 (NPDES General Permit No. CAS000002 and CAS0108758), Waste Discharge Requirements for Discharges of Storm Water Runoff Associated With Construction Activity. In accordance with said permit, a Storm Water Pollution Prevention Plan (SWPPP) and a Monitoring Program Plan shall be implemented concurrently with the commencement of grading activities, and a Notice of Intent (NOI) shall be filed with the SWRCB. (From Cycle 12)
<input type="checkbox"/>	50	A copy of the acknowledgment from the SWRCB that an NOI has been received for this project shall be filed with the City of San Diego when received; further, a copy of the completed NOI from the SWRCB showing the permit number for this project shall be filed with the City of San Diego when received. In addition, the owner(s) and subsequent owner(s) of any portion of the property covered by this grading permit and by SWRCB Order No. 99 08 DWQ, and any subsequent amendments thereto, shall comply with special provisions as set forth in SWRCB Order No. 99 08 DWQ. (From Cycle 12)

Draft Engineering Permit Cond

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	53	Prior to the issuance of any construction permits, the applicant shall enter into a Maintenance Agreement for the ongoing permanent BMP maintenance, satisfactory to the City Engineer. (From Cycle 18)
<input type="checkbox"/>	54	Prior to the issuance of any construction permits, the applicant shall incorporate any construction Best Management Practices necessary to comply with Chapter 14, Article 2, Division 1 (Grading Regulations) of the San Diego Municipal Code, into the construction plans or specifications, satisfactory to the City Engineer. (From Cycle 18)
<input type="checkbox"/>	55	Prior to the issuance of any construction permits, the applicant shall incorporate and show the type and location of all post-construction Best Management Practices (BMP's) on the final construction drawings, in accordance with the approved Water Quality Technical Report, satisfactory to the City Engineer. (From Cycle 18)
<input type="checkbox"/>	56	The Permit shall comply with the conditions of the Stone Creek Vesting Tentative Map No. 208328. (From Cycle 18)
<input type="checkbox"/>	72	Prior to the issuance of a building permit, the Owner/Permittee shall obtain a grading permit for the grading proposed for this project. All grading shall conform to requirements in accordance with the City of San Diego Municipal Code in a manner satisfactory to the City Engineer. (From Cycle 33)



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<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	73	The drainage system proposed for this development and outside of the public right-of-way is private, shall be privately maintained and subject to approval by the City Engineer. (From Cycle 33)
<input type="checkbox"/>	74	Development of this project shall comply with all requirements of State Water Resources Control Board (SWRCB) Order No. 2009-009 DWQ and the Municipal Storm Water Permit, Order No. 2009-009(NPDES General Permit No. CAS000002 and CAS0108758), Waste Discharge Requirements for Discharges of Storm Water Runoff Associated With Construction Activity. In accordance with said permit, a Storm Water Pollution Prevention Plan (SWPPP) and a Monitoring Program Plan shall be implemented concurrently with the commencement of grading activities, and a Notice of Intent (NOI) shall be filed with the SWRCB. (From Cycle 33)
<input type="checkbox"/>	75 A copy of the acknowledgment from the SWRCB that an NOI has been received for this project shall be filed with the City of San Diego when received; further, a copy of the completed NOI from the SWRCB showing the permit number for this project shall be filed with the City of San Diego when received. In addition, the owner(s) and subsequent owner(s) of any portion of the property covered by this grading permit and by SWRCB Order No. 2009-009 DWQ, and any subsequent amendments thereto, shall comply with special provisions as set forth in SWRCB Order No. 2009-009 DWQ. (From Cycle 33)
<input type="checkbox"/>	76	Prior to the issuance of any construction permits, the Owner/Permittee shall provide evidence of coverage under the General Industrial National Pollutant Discharge Elimination System, in the form of a Notice of Intent (NOI) filed with the State Water Resources Control Board. (From Cycle 33)

9th Review Issues

Hydrology Study

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	90	The Preliminary Hydrology and Hydraulics Report (Drainage Study) dated Jan 31, 2014 requires revision to address the revisions to the proposed hydromodification management facilities that are identified in the comments on the WQTR, and to address other issues identified below. (From Cycle 47)
<input type="checkbox"/>	108	Please revise Appendix E of the Preliminary Hydrology Study to identify the return period of the storm event used in the Basin Storage Computations. (From Cycle 47)
<input type="checkbox"/>	109	Please revise Appendix F of the Preliminary Hydrology Study to address the discrepancy between the factors used for the "bioretention plus vault" and what would be expected from the proposed hydronamic separator plus vault. (From Cycle 47)
<input type="checkbox"/>	110	The assumption for the detention storage sizing, as stated in Appendix E, is that it only accommodates roadway impervious areas. This would imply that the site developments will not discharge runoff to the public storm drain system. Please confirm whether this assumption is correct. (From Cycle 47)
<input type="checkbox"/>	111	Please ensure that the hydraulic analysis for the CLOMR addresses the "Reclamation Phase" scenario that is described for the creek on Page 7. If the reclamation phase becomes the "final" phase of the project, the environmental conditions under this phase must be analyzed. (From Cycle 47)
<input checked="" type="checkbox"/>	100	The final drainage system shall be in accordance with the City of San Diego Drainage Design Manual, to the satisfaction of the City Engineer. The County's drainage manual is not acceptable to the City Engineer for construction permitting purposes. (From Cycle 47) [Recommended]

WQTR

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	91	The Water Quality Technical Report dated January 31, 2014 requires revision. (From Cycle 47)
<input type="checkbox"/>	101	Please revise the WQTR to address how the proposed infiltration areas comply with Section 4.4.2 of the City's Storm Water Standards Manual. The analysis of the suitability of the areas for infiltration cannot be deferred. A Geotechnical Study must be provided as a part of the WQTR in accordance with Section 4.1.4 of the City's Storm Water Standards Manual. (From Cycle 47)
<input type="checkbox"/>	102	Please revise all discussions of the hydromodification requirements to be in regards to the 2-yr to 10-yr return storm range. While peak runoff volume for the 100-year storm is a conveyance capacity issue, hydromodification is related to the more frequent return storm events. Also address that the duration of drawdown from the hydromodification management facilities cannot exceed the 10% limit established in the City's Storm Water Standards Manual (Page 4-25). (From Cycle 47)
<input type="checkbox"/>	103	Please identify the outlet locations for the various discharge points that convey runoff from the proposed development as "points of compliance" for hydromodification consideration. (From Cycle 47)
<input type="checkbox"/>	105	Please revise the WQTR to address conceptually how the future developers of the lots will ensure that the developments will comply with the City's hydromodification management plan (HMP). For example, cite that areas of the sites will be allocated to bioretention, cisterns, etc.) (From Cycle 47)
<input type="checkbox"/>	106	The HMP facility is listed as "bioretention plus vault," but the cross-section does not include vegetative material. Section 4.4 of the WQTR states that a hydrodynamic separator is being used in lieu of bioretention. However, evapotranspiration is a key mechanism for the management of runoff and is eliminated with the proposed design. Please include the "bioretention" feature; or assume another HMP facility, and size it in accordance with the appropriate factors. The assumptions for a "bioretention plus vault" would not apply to the proposed HMP facility. (From Cycle 47)





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Overhead Encroachments

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	92	The approval of the proposed Grand Piazza over the Carroll Canyon Road right-of-way will require express City Council approval (Site Development Permit, Process Five) in accordance with SDMC 126.0502(e). (From Cycle 47)
<input type="checkbox"/>	94	The pedestrian bridge that is proposed over Camino Ruiz, as a privately maintained structure, will require City Council approval in accordance with SDMC 126.0502(e). (From Cycle 47)
<input checked="" type="checkbox"/>	95	Please revise Sheet 8 of 44 to show the prospective bent locations for the support of the Grand Piazza. Please show the clearance from the columns within the median area to the traveled way. The column footings must not conflict with proposed utility locations or unduly surcharge underground utilities. (From Cycle 47)
<input checked="" type="checkbox"/>	107	Support of the overhead encroachment for the Grand Piazza cannot be given, until the potential utility impacts and public safety considerations are evaluated. (From Cycle 47)

Floodplain

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	89	An approved Conditional Letter of Map Revision (CLOMR) must be obtained from FEMA prior to public hearing of the subject project. The revised limits of the floodway and the floodplain must be considered by the respective hearing bodies as apart of the project approval. (From Cycle 47)
<input type="checkbox"/>	97	Please ensure that the hydraulic analysis of the floodplain appropriately models the proposed landscaping in the anticipated floodway. Generally, trees, as shown on Sheet 31 of 44 of the VTM, would impair the passage of floodwaters and should be avoided. (From Cycle 47)
<input type="checkbox"/>	112	Please ensure that the hydraulic analysis for the CLOMR addresses the "Reclamation Phase" scenario that is described for the creek on Page 7 of the Hydrology Study. (From Cycle 47)

Trail and Bike Paths

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	98	Please revise the VTM exhibit to include the gradients along the trails and bike paths that will lie within public access easements. (From Cycle 47)

Easements

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	96	Please revise Sheets 15-18 of the VTM to clearly distinguish drainage easements proposed to be granted to the City versus other proposed easements. The City will only assume maintenance responsibility for public drainage structures. Private developments on the proposed lots must satisfy their applicable storm water regulation requirements prior to their discharge to the public storm drain system. (From Cycle 47)
<input checked="" type="checkbox"/>	99	Please revise all sheets to clearly indicate for what purpose the respective easements are proposed and to whom they are proposed to be granted. (From Cycle 47)

Master Plan

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	93	Please revise the Grand Piazza cross-section provided on Page 8-32 of the Master Plan to show the anticipated columns that will be required to support the overhead structures. Please provide information on how the area under the Grand Piazza will be ventilated, and where the ventilation units and other appurtenances will be located. If other elements of the grand Piazza will encroach into the public right-of-way, their proposed locations will need to be evaluated. (From Cycle 47)
<input checked="" type="checkbox"/>	104	Please revise Section 7.3.3 of the Master Plan to include the hydromodification requirements of the City's Storm Water Standards Manual. (From Cycle 47)

10th Review Issues

Hydrology Study

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	119	Please include a narrative that describes how the detention facility for the 100-yr storm regulates discharge for hydromodification. Will there be an orifice to regulate the discharge? (New Issue)
<input type="checkbox"/>	120	Please revise the pagination of the Appendices to account for all of the pages that are included in each appendix. Only the initial page of each appendix is given a number from the table of contents. This method of pagination does not allow for the Appendices to be clearly followed. It also does not allow for the reader to discern if all all intended pages have been provided. (New Issue)
<input type="checkbox"/>	121	Please revise Appendix F of the WQTR to include the underlying assumptions for the sizing factors used, including the rain gauge and the lower flow threshold. (New Issue)

WQTR

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	122	Please revise Section 4.4 to provide the rain gauge used for the sizing calculations. (New Issue)





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Overhead Encroachments

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	123	Please revise the candidate findings for the SDP to address the proposed overhead encroachments for the pedestrian bridge and the piazza. The basic findings for all SDPs should be made expressly for these encroachments. (New Issue)

Floodplain

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	115	The requested CLOMR from FEMA has not been submitted. The floodplain issues will remain unresolved until FEMA's adoption of the floodplain analysis. (New Issue)

Easements

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	113	The proposed public drainage easement shown on Lot 133 does not appear to support a public drainage conveyance. It is from a sedimentation basin that is not acceptable as a public maintenance obligation. Please delete this easement as being "public". Please revise any other proposed public easements that are subject to this consideration. (New Issue)
<input type="checkbox"/>	117	Please provide a minimum 15-foot wide easement to provide access to all public storm water management facilities (detention basins), in accordance with the City's Drainage Design Manual. The access easements may be coterminous with the easements over the proposed drainage conduits. (New Issue)
<input type="checkbox"/>	118	Please revise Note #17 on Sheet 18 of 44 of the VTM exhibit to indicate that the City storm drain easement is proposed to be vacated, not "quitclaimed". (New Issue)

Public Improvements

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	116	At intersections, curb ramps shall be of the "two-ramp" design based on City ADA compliance requirements. Please revise exhibits, as needed, to reflect City Standard Drawing SDG-130. Where proposed development abuts existing intersections, a "one-ramp" design may be approved, satisfactory to the City Engineer. (New Issue)





L64A-003A

Review Information

Cycle Type: 63 Submitted (Multi-Discipline)	Submitted: 08/21/2014	Deemed Complete on 08/21/2014
Reviewing Discipline: LDR-Transportation Dev	Cycle Distributed: 08/21/2014	
Reviewer: Elhamad, Ismail (619) 446-5494 ielhamad@sandiego.gov	Assigned: 08/22/2014	
	Started: 09/25/2014	
Hours of Review: 8.00	Review Due: 09/26/2014	
Next Review Method: Submitted (Multi-Discipline)	Completed: 09/26/2014	COMPLETED ON TIME
	Closed: 10/29/2014	

- . The review due date was changed to 10/15/2014 from 10/01/2014 per agreement with customer.
- . The reviewer has indicated they want to review this project again. Reason chosen by the reviewer: New Document Required.
- . We request a 10th complete submittal for LDR-Transportation Dev on this project as: Submitted (Multi-Discipline).
- . The reviewer has requested more documents be submitted.
- . Your project still has 132 outstanding review issues with LDR-Transportation Dev (7 of which are new issues).
- . The reviewer has not signed off 1 job.
- . Last month LDR-Transportation Dev performed 44 reviews, 84.1% were on-time, and 19.4% were on projects at less than < 3 complete submittals.

23422637 CPA/RZ/VTM/CUP 6th re

<u>Issue</u>		
<u>Cleared?</u>	<u>Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	113	Additional comments/issues/conditions may be required, pending further review of the traffic study. (From Cycle 38)

Draft Conditions

<u>Issue</u>		
<u>Cleared?</u>	<u>Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	100	Prior to the recordation of the first final map, subdivider shall assure by permit and bond that Street E2: Shall be constructed as a two-lane collector with a minimum pavement width of 40' (8' parking lane, 12' travel lane in each direction with 12' curb to property line) within 64' of right-of-way, satisfactory to the City Engineer.. (From Cycle 38)

23422637 CPA/RZ/TM/CUP 7th rev

<u>Issue</u>		
<u>Cleared?</u>	<u>Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	114	Draft a condition for the ADT tracking (total ADT, AM in, AM out, PM in and PM out) and add it to the permit conditions (From Cycle 47)
<input checked="" type="checkbox"/>	175	Draft a condition for the light rail transit and add it to the permit conditions. (From Cycle 47)
<input checked="" type="checkbox"/>	176	Draft a standard condition for minimum parking requirements per LDC Section 142.0560. (From Cycle 47)
<input checked="" type="checkbox"/>	181	Draft conditions for TDM to be included in the permit conditions. (From Cycle 47)
<input checked="" type="checkbox"/>	182	Draft condition for pedestrian bridge across Carroll Canyon Road and across Camino Ruiz to be included in the permit conditions. (From Cycle 47)
<input type="checkbox"/>	183	Draft a condition for a minimum of two enhanced bus transit stops to be included in the permit conditions. (From Cycle 47)
<input checked="" type="checkbox"/>	184	Will the trail condition be written by Park & Ride? Or Long Range Planning? (From Cycle 47)
<input checked="" type="checkbox"/>	185	Pages 9-9 through 9-12 of the Stonecreek Master Plan document and indicate exactly how this matches the phasing called out in the TIS for the following TM conditions: (From Cycle 47)
<input type="checkbox"/>	313	In regard to comment # 78 above. your responded that that you met with Don Watson of Engineering and both agreed to a reduced turning radii for streets that do not meet the 100' turning radius in the Westside Neighborhood. However, staff does not recall such meeting. Design must always meet the City of san Diego Street Design Manual. (From Cycle 47)
<input type="checkbox"/>	314	Additional comments/issues/conditions in regard to Permit and VTM conditions may be required pending further review of the proposed project and the traffic study.. (From Cycle 47)

Permit Conditions

<u>Issue</u>		
<u>Cleared?</u>	<u>Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	186	All on-site parking stalls and aisles widths shall be in compliance with requirements of the City's Land Development Code and shall not be converted and/or utilized for any other purpose, unless otherwise authorized in writing by the Development services Director. (From Cycle 47)





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<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	187	PHASE 1 - Phase 1 represents a level of development of 2,475 ADT. It is 165,000 square feet of light industrial space as listed on pages 9-9 thru 9-12 of the January 2014 Stone Creek Master Plan Design Guidelines. This level of development was assumed to occur in Year 2015 in the project transportation impact study and EIR. All improvements listed below under Phase 1 shall be completed and accepted by the City prior to issuance of any occupancy permit for development in PHASE 1, satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	188	Prior to issuance of the first building permit for development in Phase 1, the owner/permittee shall assure by permit and bond the construction of Maya Linda Road as a 4-lane Urban Collector from west of the intersection with Black Mountain Road to the first cul-de-sac (Street '13') with a 90 foot curb-to-curb pavement width (4 travel lanes, dual left turn lane/10-foot raised median, 15-foot parkways, and 6-foot wide Class II bike lane) within 120 feet of right-of-way (Section C-6); and as a 90-foot curb-to-curb pavement width (4 travel lanes, left turn lane/4-foot raised median, 15-foot (From Cycle 47)
<input type="checkbox"/>	189	parkways, parking, and 6-foot Class II bike lane) within 120 feet of right-of-way (Section C-5) from Street '13' to future Carroll Canyon Road, satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	190	Prior to issuance of the first building permit for development in Phase 1, the owner/permittee shall assure by permit and bond the construction of Street '12' north of Maya Linda Road and Street '13' as 2-lane Collectors with a 40-foot curb-to-curb pavement width (2 travel lanes, and parking) within 64 feet of right-of-way (Section E-2), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	191	PHASES 2, 3 & 4- Phases 2, 3 & 4 represent a level of development of 11,299 ADT. It is 250,000 square feet of light industrial space, 135,000 square feet of business park space and 580 residential units as listed on pages 9-9 thru 9-12 of the January 2014 Design Guidelines. This level of development was analyzed as Scenario 2025A in the project transportation impact study and EIR. All improvements listed below under PHASES 2,3 & 4 shall be completed and accepted by the City prior to issuance of any occupancy permit for development in PHASES 2, 3 or 4, satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	192	Prior to issuance of the first building permit for development in Phase 2, the owner/permittee shall assure by permit and bond the construction of Carroll Canyon Road as a 4-lane Major from Black Mountain Road to the east property boundary with a 74 foot curb-to-curb pavement width (4 travel lanes, single left-turn lane, 7-foot parkways, and bike lanes) within 88 feet of right-of-way (Section B-1); as a 4-lane Major from the east property boundary to Street '11' with a 74-foot curb-to-curb pavement width (4 travel lanes, single left-turn lane, 12-foot parkways, and bike lanes) within 98 (From Cycle 47)
<input type="checkbox"/>	193	feet of right-of-way (Section B); as a 6-lane Major from Street '11' to Street '8' with a 102- foot curb-to-curb pavement width (6 travel lanes, single left-turn lane, 15-foot parkway on the south side of the street, 22-foot parkway on the north side of the street, and bike lanes) within 139 feet of right-of-way (Section A-1); as a 6-lane Major from Street '8' to Camino Ruiz with a 124 foot curb-to-curb pavement width (6 travel lanes, dual left-turn lane, right turn lane, 15-foot parkway on the south side of the street, 22-foot parkway on the north side of the street, and bike lane) within 161 (From Cycle 47)
<input type="checkbox"/>	194	feet of right-of-way (Section A-2); at its intersection with Camino Ruiz, Carroll Canyon Road shall be constructed as a 6-lane major with 136-foot curb-to-curb pavement width (6 travel lanes, dual left-turn lanes, dual right turn lanes, 15-foot parkway on the south side of the street, 22-foot parkway on the north side of the street, and bike lanes) within 173 feet of right-of-way (Section A-3); and as a 6-lane Prime Arterial from Camino Ruiz to the west property boundary with a 124 foot curb-to-curb pavement width (6 travel lanes, dual left-turn lanes, 15-foot parkway on the south side of the (From Cycle 47)
<input type="checkbox"/>	195	of the street, 22-foot parkway on the north side of the street, and bike lanes) within 154 feet of right-of-way (Section A-4), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	196	Prior to issuance of the first building permit for development in Phase 2, the owner/permittee shall assure by permit and bond the construction of Camino Ruiz to its 6-lane Major classification, from the north property boundary to the south property boundary, with a 124 foot curb-to-curb pavement width (6 travel lanes, dual left-turn lanes/raised median, 22-foot parkways, and bike lanes) within 168 feet of right-of-way (Section A), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	197	Prior to issuance of the first building permit for development in Phase 2, the owner/permittee shall assure by permit and bond the construction of Street '11' as a 4-lane Urban Collector with a 76-foot curb-to-curb pavement width (4 travel lanes, two-way left turn lane/14-foot raised median, 14-foot parkways, and Class II bike lane) within 104 feet of right-of-way (Section C-2), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	198	Prior to issuance of the first building permit for development in Phase 2, the owner/permittee shall assure by permit and bond the construction of Street 'C' East as a 2-lane Collector with a 40-foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within 64 feet of right-of-way (Section E-2), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	199	Prior to the issuance of the first building permit for development in Phase 3, the owner/permittee shall assure by permit and bond the construction of Street 'A' East as a 2-lane Sub Collector, from Street '10' to Street '9', with a 34-foot curb-to-curb width pavement (2 travel lanes, 12-foot parkways, and parking) within a 58 feet of right-of-way (Section F), satisfactory to the City Engineer . (From Cycle 47)
<input type="checkbox"/>	200	Prior to issuance of the first building permit for development in Phase 3, the owner/permittee shall assure by permit and bond the construction of Street '9' north of Carroll Canyon Road as a 2-lane Collector with a 48 foot curb-to-curb pavement width (2 travel lanes, 10-foot single left turn lane, 14-foot parkways, and parking) within 76 feet of right-of-way (Section D-2), satisfactory to the City Engineer. (From Cycle 47)





L64A-003A

1222 First Avenue, San Diego, CA 92101-4154

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	201	Prior to issuance of the first building permit for development in Phase 3, the owner/permittee shall assure by permit and bond the construction of Street '10' from north of Carroll Canyon Road to Street 'A' East as a 2-lane Collector with a 48-foot curb-to-curb pavement width (2 travel lanes, 10-foot single left turn lane, 14-foot parkways, and parking) within 76 feet of right-of-way (Section D-2), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	202	Prior to issuance of the first building permit for development in Phase 4, the owner/permittee shall assure by permit and bond the construction of Street 'A' East, between Street '9' and Street '8', as a 2-lane Sub Collector with a 34-foot curb-to-curb width pavement (2 travel lanes, 12-foot parkways, and parking) within 58 feet of right-of-way (Section F), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	203	Prior to issuance of the first building permit for development in Phase 4, the owner/permittee shall assure by permit and bond the construction of Street '8' as a 4-lane Urban Collector north of Carroll Canyon Road to Street 'A' East with a 82 foot curb-to-curb pavement width (4 travel lanes, 14-foot two-way left turn lane/raised median, 14-foot parkways, and Class II bike lanes) within a 110 feet of right-of-way (Section C-1); and as a 2-lane Collector from north of Street 'A' East to Street 'B' East with a 36-foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, (From Cycle 47)
<input type="checkbox"/>	204	, and parking) within 60 feet of right-of-way (Section E), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	205	Prior to issuance of the first building permit for development in Phase 4, the owner/permittee shall assure by permit and bond the construction of Street 'B' East as a 2-lane Collector from Street '8' to Camino Ruiz with a 36-foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within 60 feet of right-of-way (Section E). At its intersection with Camino Ruiz, Street 'B' East shall be constructed as a 2-lane Collector with a 62-foot curb-to-curb pavement width (2 travel lanes, 12-foot right turn lane, 10 14- foot single left turn lane, 8-foot raised median, (From Cycle 47)
<input type="checkbox"/>	206	15-foot parkway, and Class II bike lanes) within 92 feet of right-of-way (Section D-5), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	207	PHASES 5, 6 & 7- Phases 5, 6 & 7 represent a level of development of 28,639 ADT. It is 2,725 residential units and 24,000 square feet of commercial/retail as listed on pages 9-9 thru 9-12 of the January 2014 Stone Creek Master Plan Design Guidelines. This level of development was analyzed as Scenario 2025B in the project transportation impact study and EIR. All improvements listed below under PHASES 5, 6 & 7 shall be completed and accepted by the City prior to issuance of any occupancy permit for development in PHASES 5,6 or 7, satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	208	Prior to issuance of the first building permit for development in Phase 5, the owner/permittee shall assure by permit and bond satisfactory to the City Engineer the construction of Street 'B' West as 4-lane Urban Collector, from Camino Ruiz to Street '7', with an 84-foot curb-to-curb pavement width (4 travel lanes, double left-turn lane, 15-foot parkways, and bike lane) within 114 feet of right-of-way (Section C); and as a 2-lane Collector from Street '7' to Street '5' East with a 58-foot curb-to-curb pavement width (2 travel lanes, 12-foot planted median, 14-foot parkways, Class II bike (From Cycle 47)
<input type="checkbox"/>	209	lane, and parking) within a 86 feet of right-of-way (Section D-1). (From Cycle 47)
<input type="checkbox"/>	210	Prior to issuance of the first building permit for development in Phase 5, the owner/permittee shall assure by permit and bond the construction of Street 'A' West as a 4-lane Urban Collector, from Camino Ruiz to Street '7', with a 92 foot curb-to-curb pavement width (4 travel lanes, single/dual left-turn lanes, 15-foot parkways, bike lanes, and parking on north side) within 122 feet of right-of-way (Section C-3); and as a 2-lane Collector from Street '7' to Street '5' with a 58 foot curb-to-curb pavement width (2 travel lanes, 12-foot raised median, 14-foot parkways, Class II bike lanes, (From Cycle 47)
<input type="checkbox"/>	211	and parking) within 86 feet of right-of-way (Section D-1, satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	212	Prior to issuance of the first building permit for development in Phase 5, the owner/permittee shall assure by permit and bond the construction of Street '7' as a 2-lane Collector from Street 'A' West to Street 'B' West with a 36 foot curb-to-curb pavement width (2 travel lanes, a 12-foot parkway on the west side and a 14-foot parkway on the east side, and Class II bike lanes) within a 62 feet of right-of-way (Section E-1); and as a 2-lane Collector from 'Street 'B' West to Street 'C' West with a 36-foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within (From Cycle 47)
<input type="checkbox"/>	213	60 feet of right-of-way (Section E), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	214	Prior to issuance of the first building permit for development in Phase 5, the owner/permittee shall assure by permit and bond the construction of Street 'C' West as a 2-lane Collector from Street 'Street '7' to Street '6' with a 36 foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within a 60 feet of right-of-way (Section E); and from Street '6' to Street '4', as a 2-lane Sub Collector with a 34-foot curb-to-curb width pavement (2 travel lanes, 12-foot parkways, and parking) within 58 feet of right-of-way (Section F), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	215	Prior to issuance of the first building permit for development in Phase 5, the owner/permittee shall assure by permit and bond the construction of Street '6' as a 2-lane Sub Collector, from Street 'C' West to Street 'A' West, with a 34 foot curb-to-curb width pavement (2 travel lanes, 12-foot parkways, and parking) within 58' right-of-way (Section F), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	216	Prior to issuance of the first building permit for development in Phase 5, the owner/permittee shall assure by permit and bond the construction of Street '5' as a 2-lane Sub Collector with a 34foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within 58 feet of right-of-way (Section F), satisfactory to the City Engineer.

(From Cycle 47)





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<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	217	Prior to issuance of the first building permit for development in Phase 6, the owner/permittee shall assure by permit and bond the construction of Street 'C' West as a 2-lane Sub Collector from Street '5' to Street '4' and from Street '3' to Street '2' with a 34-foot curb-to-curb width pavement (2 travel lanes, 12-foot parkways, and parking) within 58 feet of right-of-way (Section F); and from Street '4' to Street '3' as a 2-lane Collector with a 36-foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) (From Cycle 47)
<input type="checkbox"/>	218	within 60 feet of right-of-way (Section E), satisfactory to the City Engineer . (From Cycle 47)
<input type="checkbox"/>	219	Prior to issuance of the first building permit for development in Phase 6, the owner/permittee shall assure by permit and bond the construction of Street 'B' West as a 2-lane Collector from Street '5' to Street '4' with a 58 foot curb-to-curb pavement width (2 travel lanes, 12-foot raised median, 14-foot parkways, Class II bike lanes, and parking) within 86 foot right-of-way (Section D-1); and from Street '3' to Street '2' as a 2-lane Sub Collector with a 34 feet curb-to-curb pavement width (2 travel lanes, 12-foot parkways, (From Cycle 47)
<input type="checkbox"/>	220	, and parking) within 58 feet of right-of-way (Section F), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	221	Prior to issuance of the first building permit for development in Phase 6, the owner/permittee shall assure by permit and bond the construction of Street 'A' West as a 2-lane Collector from Street '5' to Street '4' with 58 foot curb-to-curb pavement width (2 travel lanes, 12-foot raised median, 14-foot parkways, Class II bike lanes, and parking) within 86 feet of right-of-way (Section D-1); as a 2-lane Collector from 'Street '4' to Street '3' with 36 feet curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) (From Cycle 47)
<input type="checkbox"/>	222	within 60 feet of right-of-way (Section E); and as a 2-lane Sub Collector with 34 feet curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within 58 feet of right-of-way (Section F), satisfactory to the City Engineer . (From Cycle 47)
<input type="checkbox"/>	223	Prior to issuance of the first building permit for development in Phase 6, the owner/permittee shall assure by permit and bond the construction of Street '4' as a 2-lane Collector from Street 'A' West to Street 'B' West with 58 foot curb-to-curb pavement width (2 travel lanes, 12-foot raised median, 14-foot parkways, Class II bike lanes, and parking) within 86 feet of right-of-way (Section D-1); and as a 2-lane Collector from Street 'Street 'B' West to Street 'C' West with 36 feet curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) (From Cycle 47)
<input type="checkbox"/>	224	within 60 feet of right-of-way (Section E), satisfactory to the City Engineer . (From Cycle 47)
<input type="checkbox"/>	225	Prior to issuance of the first building permit for development in Phase 6, the owner/permittee shall assure by permit and bond the construction of Street '3' as a 2-lane Sub Collector, from Street 'A-A' to Street 'C' West, with a 34-foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within 58 feet of right-of-way (Section F), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	226	Prior to issuance of the first building permit for development in Phase 6, the owner/permittee shall assure by permit and bond the construction of Street '2' as a 2-lane Sub Collector, from Street 'C' West to Street 'A-A', with 34-foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within 58 feet of right-of-way (Section F), satisfactory to the City Engineer . (From Cycle 47)
<input type="checkbox"/>	227	Prior to issuance of the first building permit for development in Phase 7, the owner/permittee shall assure by permit and bond the construction of Street 'C' West as a Residential Local street, from Street '2' to Street '1', with 34-foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within 58 feet of right-of-way (Section G), satisfactory to the City Engineer . (From Cycle 47)
<input type="checkbox"/>	228	Prior to the issuance of the first certificate of occupancy in Phase 7, the owner/permittee shall assure by permit and bond the construction of Street 'B' West as a 2-lane Sub Collector, from Street '2' to Street '1' West, with 34-foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within 58 feet right-of-way (Section F), satisfactory to the City Engineer . (From Cycle 47)
<input type="checkbox"/>	229	Prior to issuance of the first building permit for development in Phase 7, the owner/permittee shall assure by permit and bond the construction of Street 'A-A' as a residential local street, from Street '2' to Street '1', with 34-foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within 58 feet of right-of-way (Section G), satisfactory to the City Engineer (From Cycle 47)
<input type="checkbox"/>	230	Prior to issuance of the first building permit for development in Phase 7, the owner/permittee shall assure by permit and bond the construction of Street '1' as a residential local street, from Street 'A-A' to Street 'C' West, with 34-foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within 58 feet of right-of-way (Section G), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	231	PHASES 8 & 9 -Phases 8 & 9 represent a level of development of 43,957 ADT. It is 840 residential units, 175 hotel rooms, 150,000 s.f. of commercial/ retail space and 200,000 s.f. of commercial/office as listed on pages 9-9 thru 9-12 of the January 2014 Stone Creek Master Plan Design Guidelines. This level of development was analyzed as Scenario 2030A in the project transportation impact study and EIR. All improvements listed below under PHASES 8 & 9 shall be completed and accepted by the City prior to issuance of any (From Cycle 47)
<input type="checkbox"/>	232	occupancy permit for development in PHASES 8 or 9, satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	233	Prior to issuance of the first building permit for development in Phase 8, the owner/permittee shall assure by permit and bond the construction of Street '9' south of Carroll Canyon Road as a 2-lane Collector with a 48 foot curb-to-curb pavement width (2 travel lanes, 10-foot single left turn lane, 14-foot parkways, and parking) within 74 feet of right-of-way (Section D-2), satisfactory to the City Engineer . (From Cycle 47)
<input type="checkbox"/>	234	Prior to issuance of the first building permit for development in Phase 9, the owner/permittee shall assure by permit and bond the construction of Street 'A' East as a 2-lane Collector from Street '8' to Street '14' with 58 foot curb-to-curb pavement width (2 travel lanes, 14-foot single left turn lane, 14-foot parkways, Class II bike lanes, and parking) within 86 feet of right-of-way (Section D), satisfactory to the City Engineer . (From Cycle 47)





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<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	235	Prior to issuance of the first building permit for development in Phase 9, the owner/permittee shall assure by permit and bond the construction of Street '14' from Camino Ruiz to Street 'A' East as a 4-lane Urban Collector with 86 foot curb-to-curb pavement width (4 travel lanes, double left-turn lane, and 15-foot parkways) within 116 feet of right-of-way (Section C-4); and as a 2-lane Collector from Street 'A' East to Street 'B' East with 36-foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) (From Cycle 47)
<input type="checkbox"/>	236	within 60 feet of right-of-way (Section E), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	237	PHASE 10 -Phase 10 represents a level of development of 50,155 ADT. It is 300 residential units, 300,000 s.f. high technology and Stone Creek Central Park as listed on pages 9-9 thru 9-12 of the January 2014 Stone Creek Master Plan Design Guidelines. This level of development was analyzed as Scenarion 2030B in the project transportation impact study and EIR. All improvements listed below under PHASE 10 shall be completed and accepted by the City prior to issuance of any occupancy permit for development in PHASE 10, satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	238	Prior to issuance of the first building permit for development in Phase 10, the owner/permittee shall assure by permit and bond the construction of Street '12' south of Maya Linda Road and Street '10' south of Carroll Canyon Road as 2-lane Collectors with a 48-foot curb-to-curb pavement width (2 travel lanes, 10-foot single left turn lane, 14-foot parkways, and Class II bike lanes) within 76 feet of right-of-way (Section D-3), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	239	Prior to issuance of the first building permit for development in Phase 10, the owner/permittee shall assure by permit and bond the construction of Street '15' as a 2-lane Collector with a 50- foot curb-to-curb pavement width (2 travel lanes, 14-foot parkways, Class II bike lanes, and parking) within 78 feet of right-of-way (Section D-4), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	240	Prior to issuance of the first building permit, owner/permittee shall assure by permit and bond the construction of the cul-de-sacs E2 (industrial and commercial srae) with pavement turning radius of 55 feet within 65 feet of right-of-way, satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	241	Prior to issuance of the first building permit, owner/permittee shall assure by permit and bond the provision of traffic control at all street intersections, satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	242	Prior to the recordation of the first final map, the subdivider shall assure by permit and bond the installation of traffic signals along Carroll Canyon Road at Streets: C1, D2, D3, Maya Linda Road, and at the intersection of Maya Linda Road and Street E2, and at the intersection of Camino Ruiz at Streets C3, C4, satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	243	Prior to the recordation of the first final map, the subdivider shall assure by permit and bond the installation of traffic signal at the intersection of Camino Ruiz and Jade Coast Road, satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	244	The owner/permittee shall provide a secured bicycle racks and/or storage. (From Cycle 47)
<input type="checkbox"/>	245	The owner/permittee shall provide showers and changing facilities within commercial buildings (From Cycle 47)
<input type="checkbox"/>	246	The owner/permittee shall provide electrical plugs in parking garages for electric/electric hybrid vehicles. (From Cycle 47)
<input type="checkbox"/>	247	The owner/permittee shall provide preferred parking for carpools or vanpools. (From Cycle 47)
<input type="checkbox"/>	248	The owner/permittee shall provide a kiosk or bulletin board that dispalys information on transit use, carpooling, and other forms of ridesharing. (From Cycle 47)

VTM Conditions

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	257	All driveways that intersects with public streets shall meet the minimum sight distance per AASHTO Guidelines, satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	258	All intersecting streets shall meet the minimum sight distance per AASHTO Guidelines, satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	259	PHASE 1 - Phase 1 represents a level of development of 2,475 ADT. It is 165,000 square feet of light industrial space as listed on pages 9-9 thru 9-12 of the January 2014 Stone Creek Master Plan Design Guidelines. This level of development was assumed to occur in Year 2015 in the project transportation impact study and EIR. All improvements listed below under Phase 1 shall be completed and accepted by the City prior to issuance of any occupancy permit for development in PHASE 1, satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	260	Prior to the recordation of the first final map for development in Phase 1, subdivider shall assure by permit and bond the construction of Maya Linda Road as a 4-lane Urban Collector from west of the intersection with Black Mountain Road to the first cul-de-sac (Street '13') with a 90 foot curb-to-curb pavement width (4 travel lanes, dual left turn lane/10-foot raised median, 15-foot parkways, and 6-foot wide Class II bike lane) within 120 feet of right-of-way (Section C-6); and as a 90-foot curb-to-curb pavement width (From Cycle 47)
<input type="checkbox"/>	261	(4 travel lanes, left turn lane/4-foot raised median, 15-foot parkways, parking, and 6-foot Class II bike lane) within 120 feet of right-of-way (Section C-5) from Street '13' to future Carroll Canyon Road, satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	262	Prior to the recordation of the first final map for development in Phase 1, subdivider shall assure by permit and bond the construction of Street '12' north of Maya Linda Road and Street '13' as 2-lane Collectors with a 40-foot curb-to-curb pavement width (2 travel lanes, and parking) within 64 feet of right-of-way (Section E-2), satisfactory to the City Engineer. (From Cycle 47)





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1222 First Avenue, San Diego, CA 92101-4154

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	263	PHASES 2, 3 & 4- Phases 2, 3 & 4 represent a level of development of 11,299 ADT. It is 250,000 square feet of light industrial space, 135,000 square feet of business park space and 580 residential units as listed on pages 9-9 thru 9-12 of the January 2014 Design Guidelines. This level of development was analyzed as Scenario 2025A in the project transportation impact study and EIR. All improvements listed below under PHASES 2,3 & 4 shall be completed and accepted by the City prior to issuance of any occupancy permit for development in PHASES 2, 3 or 4, satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	264	Prior to the recordation of the first final map, for development in Phase 2, subdivider shall assure by permit and bond the construction of Carroll Canyon Road as a 4-lane Major from Black Mountain Road to the east property boundary with a 74 foot curb-to-curb pavement width (4 travel lanes, single left-turn lane, 7-foot parkways, and bike lanes) within 88 feet of right-of-way (Section B-1); as a 4-lane Major from the east property boundary to Street '11' with a 74-foot curb-to-curb pavement width (From Cycle 47)
<input type="checkbox"/>	265	(4 travel lanes, single left-turn lane, 12-foot parkways, and bike lanes) within 98 feet of right-of-way (Section B); as a 6-lane Major from Street '11' to Street '8' with a 102- foot curb-to-curb pavement width (6 travel lanes, single left-turn lane, 15-foot parkway on the south side of the street, 22-foot parkway on the north side of the street, and bike lanes) within 139 feet of right-of-way (Section A-1); as a 6-lane Major from Street '8' to Camino Ruiz with a 124 foot curb-to-curb pavement width (6 travel lanes, dual left-turn lane, (From Cycle 47)
<input type="checkbox"/>	266	, right turn lane, 15-foot parkway on the south side of the street, 22-foot parkway on the north side of the street, and bike lane) within 161 feet of right-of-way (Section A-2); at its intersection with Camino Ruiz, Carroll Canyon Road shall be constructed as a 6-lane major with 136-foot curb-to-curb pavement width (6 travel lanes, dual left-turn lanes, dual right turn lanes, 15-foot parkway on the south side of the street, 22-foot parkway on the north side of the street, and bike lanes) within 173 feet of right-of-way (Section A-3); (From Cycle 47)
<input type="checkbox"/>	267	and as a 6-lane Prime Arterial from Camino Ruiz to the west property boundary with a 124 foot curb-to-curb pavement width (6 travel lanes, dual left-turn lanes, 15-foot parkway on the south side of the street, 22-foot parkway on the north side of the street, and bike lanes) within 154 feet of right-of-way (Section A-4), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	268	Prior to the recordation of the first final map, for development in Phase 2, subdivider shall assure by permit and bond the construction of Camino Ruiz to its 6-lane Major classification, from the north property boundary to the south property boundary, with a 124 foot curb-to-curb pavement width (6 travel lanes, dual left-turn lanes/raised median, 22-foot parkways, and bike lanes) within 168 feet of right-of-way (Section A), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	269	Prior to the recordation of the first final map, for development in Phase 2, subdivider shall assure by permit and bond the construction of Street '11' as a 4-lane Urban Collector with a 76-foot curb-to-curb pavement width (4 travel lanes, two-way left turn lane/14-foot raised median, 14-foot parkways, and Class II bike lane) within 104 feet of right-of-way (Section C-2), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	270	Prior to the recordation of the first final map, for development in Phase 2, subdivider shall assure by permit and bond the construction of Street 'C' East as a 2-lane Collector with a 40-foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within 64 feet of right-of-way (Section E-2), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	271	Prior to the recordation of the first final map for development in Phase 3, subdivider shall assure by permit and bond the construction of Street 'A' East as a 2-lane Sub Collector, from Street '10' to Street '9', with a 34-foot curb-to-curb width pavement (2 travel lanes, 12-foot parkways, and parking) within a 58 feet of right-of-way (Section F), satisfactory to the City Engineer . (From Cycle 47)
<input type="checkbox"/>	272	Prior to the recordation of the first final map for development in Phase 3, subdivider shall assure by permit and bond the construction of Street '9' north of Carroll Canyon Road as a 2-lane Collector with a 48 foot curb-to-curb pavement width (2 travel lanes, 10-foot single left turn lane, 14-foot parkways, and parking) within 76 feet of right-of-way (Section D-2), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	273	Prior to the recordation of the first final map for development in Phase 3, subdivider shall assure by permit and bond the construction of Street '10' from north of Carroll Canyon Road to Street 'A' East as a 2-lane Collector with a 48-foot curb-to-curb pavement width (2 travel lanes, 10-foot single left turn lane, 14-foot parkways, and parking) within 76 feet of right-of-way (Section D-2), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	274	Prior to the recordation of the first final map for development in Phase 4, subdivider shall assure by permit and bond the construction of Street 'A' East, between Street '9' and Street '8', as a 2-lane Sub Collector with a 34-foot curb-to-curb width pavement (2 travel lanes, 12-foot parkways, and parking) within 58 feet of right-of-way (Section F), satisfactory to the City Engineer . (From Cycle 47)
<input type="checkbox"/>	275	Prior to the recordation of the first final map for development in Phase 4, subdivider shall assure by permit and bond the construction of Street '8' as a 4-lane Urban Collector north of Carroll Canyon Road to Street 'A' East with a 82 foot curb-to-curb pavement width (4 travel lanes, 14-foot two-way left turn lane/raised median, 14-foot parkways, and Class II bike lanes) within a 110 feet of right-of-way (Section C-1); and as a 2-lane Collector from north of Street 'A' East to Street 'B' East with a 36-foot curb-to-curb pavement width (From Cycle 47)
<input type="checkbox"/>	276	(2 travel lanes, 12-foot parkways, and parking) within 60 feet of right-of-way (Section E), satisfactory to the City Engineer . (From Cycle 47)
<input type="checkbox"/>	277	Prior to the recordation of the first final map for development in Phase 4, subdivider shall assure by permit and bond the construction of Street 'B' East as a 2-lane Collector from Street '8' to Camino Ruiz with a 36-foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within 60 feet of right-of-way (Section E). At its intersection with Camino Ruiz, Street 'B' East shall be constructed as a 2-lane Collector with a 62-foot curb-to-curb pavement width (2 travel lanes, 12-foot right turn lane, (From Cycle 47)





<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	278	10 14- foot single left turn lane, 8-foot raised median, 15-foot parkway, and Class II bike lanes) within 92 feet of right-of-way (Section D-5), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	279	PHASES 5, 6 & 7- Phases 5, 6 & 7 represent a level of development of 28,639 ADT. It is 2,725 residential units and 24,000 square feet of commercial/retail as listed on pages 9-9 thru 9-12 of the January 2014 Stone Creek Master Plan Design Guidelines. This level of development was analyzed as Scenario 2025B in the project transportation impact study and EIR. All improvements listed below under PHASES 5, 6 & 7 shall be completed and accepted by the City prior to issuance of any occupancy permit for development in PHASES 5,6 or 7, satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	280	Prior to the recordation of the first final map for development in Phase 5, subdivider shall assure by permit and bond the construction of Street 'B' West as 4-lane Urban Collector, from Camino Ruiz to Street '7', with an 84-foot curb-to-curb pavement width (4 travel lanes, dual left-turn lanes, 15-foot parkways, and bike lane) within 114 feet of right-of-way (Section C); and as a 2-lane Collector from Street '7' to Street '5' East with a 58-foot curb-to-curb pavement width (From Cycle 47)
<input type="checkbox"/>	281	(2 travel lanes, 12-foot planted median, 14-foot parkways, Class II bike lane, and parking) within a 86 feet of right-of-way (Section D-1), satisfactory to the City Engineer . (From Cycle 47)
<input type="checkbox"/>	282	Prior to the recordation of the first final map for development in Phase 5, subdivider shall assure by permit and bond the construction of Street 'A' West as a 4-lane Urban Collector, from Camino Ruiz to Street '7', with a 92 foot curb-to-curb pavement width (4 travel lanes, single/dual left-turn lanes, 15-foot parkways, bike lanes, and parking on north side) within 122 feet of right-of-way (Section C-3); and as a 2-lane Collector from Street '7' to Street '5' with a 58 foot curb-to-curb pavement width (From Cycle 47)
<input type="checkbox"/>	283	(2 travel lanes, 12-foot raised median, 14-foot parkways, Class II bike lanes, and parking) within 86 feet of right-of-way (Section D-1, satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	284	Prior to the recordation of the first final map for development in Phase 5, subdivider shall assure by permit and bond the construction of Street '7' as a 2-lane Collector from Street 'A' West to Street 'B' West with a 36 foot curb-to-curb pavement width (2 travel lanes, a 12-foot parkway on the west side and a 14-foot parkway on the east side, and Class II bike lanes) within a 62 feet of right-of-way (Section E-1); and as a 2-lane Collector from 'Street 'B' West to Street 'C' West with a 36-foot curb-to-curb pavement width (From Cycle 47)
<input type="checkbox"/>	285	(2 travel lanes, 12-foot parkways, and parking) within 60 feet of right-of-way (Section E), satisfactory to the City Engineer . (From Cycle 47)
<input type="checkbox"/>	286	Prior to the recordation of the first final map for development in Phase 5, subdivider shall assure by permit and bond the construction of Street 'C' West as a 2-lane Collector from Street 'Street '7' to Street '6' with a 36 foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within a 60 feet of right-of-way (Section E); and from Street '6' to Street '4', as a 2-lane Sub Collector with a 34-foot curb-to-curb width pavement (From Cycle 47)
<input type="checkbox"/>	287	(2 travel lanes, 12-foot parkways, and parking) within 58 feet of right-of-way (Section F), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	288	Prior to the recordation of the first final map for development in Phase 5, subdivider shall assure by permit and bond the construction of Street '6' as a 2-lane Sub Collector, from Street 'C' West to Street 'A' West, with a 34 foot curb-to-curb width pavement (2 travel lanes, 12-foot parkways, and parking) within 58' right-of-way (Section F), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	289	Prior to the recordation of the first final map for development in Phase 5, subdivider shall assure by permit and bond the construction of Street '5' as a 2-lane Sub Collector with a 34foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within 58 feet of right-of-way (Section F), satisfactory to the City Engineer . (From Cycle 47)
<input type="checkbox"/>	290	Prior to the recordation of the first final map for development in Phase 6, subdivider shall assure by permit and bond the construction of Street 'C' West as a 2-lane Sub Collector from Street '5' to Street '4' and from Street '3' to Street '2' with a 34-foot curb-to-curb width pavement (2 travel lanes, 12-foot parkways, and parking) within 58 feet of right-of-way (Section F); and from Street '4' to Street '3' as a 2-lane Collector with a 36-foot curb-to-curb pavement width (From Cycle 47)
<input type="checkbox"/>	291	(2 travel lanes, 12-foot parkways, and parking) within 60 feet of right-of-way (Section E), satisfactory to the City Engineer . (From Cycle 47)
<input type="checkbox"/>	292	Prior to the recordation of the first final map for development in Phase 6, subdivider shall assure by permit and bond the construction of Street 'B' West as a 2-lane Collector from Street '5' to Street '4' with a 58 foot curb-to-curb pavement width (2 travel lanes, 12-foot raised median, 14-foot parkways, Class II bike lanes, and parking) within 86 foot right-of-way (Section D-1); and from Street '3' to Street '2' as a 2-lane Sub Collector with a 34 feet curb-to-curb pavement width (From Cycle 47)
<input type="checkbox"/>	293	(2 travel lanes, 12-foot parkways, and parking) within 58 feet of right-of-way (Section F), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	294	Prior to the recordation of the first final map for development in Phase 6, subdivider shall assure by permit and bond the construction of Street 'A' West as a 2-lane Collector from Street '5' to Street '4' with 58 foot curb-to-curb pavement width (2 travel lanes, 12-foot raised median, 14-foot parkways, Class II bike lanes, and parking) within 86 feet of right-of-way (Section D-1); as a 2-lane Collector from 'Street '4' to Street '3' with 36 feet curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within 60 feet of right-of-way (Section E); and as a 2-lane Sub (From Cycle 47)
<input type="checkbox"/>	295	Collector with 34 feet curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within 58 feet of right-of-way (Section F), satisfactory to the City Engineer . (From Cycle 47)





L64A-003A

1222 First Avenue, San Diego, CA 92101-4154

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	296	Prior to the recordation of the first final map for development in Phase 6, subdivider shall assure by permit and bond the construction of Street '4' as a 2-lane Collector from Street 'A' West to Street 'B' West with 58 foot curb-to-curb pavement width (2 travel lanes, 12-foot raised median, 14-foot parkways, Class II bike lanes, and parking) within 86 feet of right-of-way (Section D-1); and as a 2-lane Collector from Street 'Street 'B' West to Street 'C' West with 36 feet curb-to-curb pavement width (From Cycle 47)
<input type="checkbox"/>	297	(2 travel lanes, 12-foot parkways, and parking) within 60 feet of right-of-way (Section E), satisfactory to the City Engineer . (From Cycle 47)
<input type="checkbox"/>	298	Prior to the recordation of the first final map for development in Phase 6, subdivider shall assure by permit and bond the construction of Street '3' as a 2-lane Sub Collector, from Street 'A-A' to Street 'C' West, with a 34-foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within 58 feet of right-of-way (Section F), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	299	Prior to the recordation of the first final map for development in Phase 6, subdivider shall assure by permit and bond the construction of Street '2' as a 2-lane Sub Collector, from Street 'C' West to Street 'A-A', with 34-foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within 58 feet of right-of-way (Section F), satisfactory to the City Engineer . (From Cycle 47)
<input type="checkbox"/>	300	Prior to the recordation of the first final map for development in Phase 7, subdivider shall assure by permit and bond the construction of Street 'C' West as a Residential Local street, from Street '2' to Street '1', with 34-foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within 58 feet of right-of-way (Section G), satisfactory to the City Engineer . (From Cycle 47)
<input type="checkbox"/>	301	Prior to the recordation of the first final map for development in Phase 7, subdivider shall assure by permit and bond the construction of Street 'B' West as a 2-lane Sub Collector, from Street '2' to Street '1' West, with 34-foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within 58 feet right-of-way (Section F), satisfactory to the City Engineer . (From Cycle 47)
<input type="checkbox"/>	302	Prior to the recordation of the first final map for development in Phase 7, subdivider shall assure by permit and bond the construction of Street 'A-A' as a residential local street, from Street '2' to Street '1', with 34-foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within 58 feet of right-of-way (Section G), satisfactory to the City Engineer . (From Cycle 47)
<input type="checkbox"/>	303	Prior to the recordation of the first final map for development in Phase 7, subdivider shall assure by permit and bond the construction of Street '1' as a residential local street, from Street 'A-A' to Street 'C' West, with 34-foot curb-to-curb pavement width (2 travel lanes, 12-foot parkways, and parking) within 58 feet of right-of-way (Section G), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	304	PHASES 8 & 9 -Phases 8 & 9 represent a level of development of 43,957 ADT. It is 840 residential units, 175 hotel rooms, 150,000 s.f. of commercial/ retail space and 200,000 s.f. of commercial/office as listed on pages 9-9 thru 9-12 of the January 2014 Stone Creek Master Plan Design Guidelines. This level of development was analyzed as Scenario 2030A in the project transportation impact study and EIR. All improvements listed below under PHASES 8 & 9 shall be completed and accepted by the City prior to issuance of any occupancy permit for development in PHASES 8 or 9, satisfactory to City Eng (From Cycle 47)
<input type="checkbox"/>	305	Prior to the recordation of the first final map for development in Phase 8, subdivider shall assure by permit and bond the construction of Street '9' south of Carroll Canyon Road as a 2-lane Collector with a 48 foot curb-to-curb pavement width (2 travel lanes, 10-foot single left turn lane, 14-foot parkways, and parking) within 74 feet of right-of-way (Section D-2), satisfactory to the City Engineer . (From Cycle 47)
<input type="checkbox"/>	306	Prior to the recordation of the first final map for development in Phase 9, subdivider shall assure by permit and bond the construction of Street 'A' East as a 2-lane Collector from Street '8' to Street '14' with 58 foot curb-to-curb pavement width (2 travel lanes, 14-foot single left turn lane, 14-foot parkways, Class II bike lanes, and parking) within 86 feet of right-of-way (Section D), satisfactory to the City Engineer . (From Cycle 47)
<input type="checkbox"/>	307	31. Prior to the recordation of the first final map for development in Phase 9, subdivider shall assure by permit and bond satisfactory to the City Engineer the construction of Street '14' from Camino Ruiz to Street 'A' East as a 4-lane Urban Collector with 86 foot curb-to-curb pavement width (4 travel lanes, double left-turn lane, and 15-foot parkways) within 116 feet of right-of-way (Section C-4); and as a 2-lane Collector from Street 'A' East to Street 'B' East with 36-foot curb-to-curb pavement width (From Cycle 47)
<input type="checkbox"/>	308	(2 travel lanes, 12-foot parkways, and parking) within 60 feet of right-of-way (Section E) . (From Cycle 47)
<input type="checkbox"/>	309	PHASE 10 -Phase 10 represents a level of development of 50,155 ADT. It is 300 residential units, 300,000 s.f. high technology and Stone Creek Central Park as listed on pages 9-9 thru 9-12 of the January 2014 Stone Creek Master Plan Design Guidelines. This level of development was analyzed as Scenario 2030B in the project transportation impact study and EIR. All improvements listed below under PHASE 10 shall be completed and accepted by the City prior to issuance of any occupancy permit for development in PHASE 10, satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	310	Prior to the recordation of the first final map for development in Phase 10, subdivider shall assure by permit and bond the construction of Street '12' south of Maya Linda Road and Street '10' south of Carroll Canyon Road as 2-lane Collectors with a 48-foot curb-to-curb pavement width (2 travel lanes, 10-foot single left turn lane, 14-foot parkways, and Class II bike lanes) within 76 feet of right-of-way (Section D-3), satisfactory to the City Engineer. (From Cycle 47)
<input type="checkbox"/>	311	Prior to the recordation of the first final map for development in Phase 10, subdivider shall assure by permit and bond the construction of Street '15' as a 2-lane Collector with a 50- foot curb-to-curb pavement width (2 travel lanes, 14-foot parkways, Class II bike lanes, and parking) within 78 feet of right-of-way (Section D-4), satisfactory to the City Engineer . (From Cycle 47)

For questions regarding the 'LDR-Transportation Dev' review, please call Ismail Elhamad at (619) 446-5494. Project Nbr: 67943 / Cycle: 63





L64A-003A

<u>Issue</u>		
<u>Cleared?</u>	<u>Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	315	Prior to the recordation of the first final map , subdivider shall dedicate a 35' wide corridor for the Light Rail Transit on the south side of Carroll Canyon Road, satisfactory to the City Engineer. (From Cycle 47)
Design Guidelines		
<u>Issue</u>		
<u>Cleared?</u>	<u>Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	312	We have reviewed the Stone Creek Master Plan Design Guidelines dated January 2014 and have several comments. The comments will be sent via-email. (From Cycle 47)
23422637 8th rev 9/25/14		
Plans Review		
<u>Issue</u>		
<u>Cleared?</u>	<u>Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	316	Draft a condition for a minimum of two enhanced bus transit stops to be included in the permit condition. Your response letter says two two transit stops are proposed within the transit reservation, however, they are not shown on the plans. (New Issue)
<input type="checkbox"/>	322	All VTM conditions should read "Prior to recordation of the first final map...." NOT " Prior to issuance of the first building permit....". Please revise accordingly. (New Issue)
Master Plan Review		
<u>Issue</u>		
<u>Cleared?</u>	<u>Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	317	6.2 Existing Circulation Network: Carroll Canyon Road: Please revise where it says ".. Carroll Canyon Road is classified in the Mira Mesa Community Plan as a four lane collector between Sorrento Valley Road and Scranton Road as a four-lane major street between Scranton Road and Camino Santa Fe, as a six-lane primary arterial between Camino Santa Fe and Camino Ruiz, as a six-lane major street between Camino Ruiz and Maya Linda Road, as a four lane major between Maya Linda Road and I-15. The existing western section of Carroll Canyon Road....is a two-lane undivided road TWLTL. The existing east (New Issue)
<input type="checkbox"/>	318	Page 6-10, Street Section "A": Change "duel" to "dual". (New Issue)
<input type="checkbox"/>	319	Page 6-10, Street Section "A-4": Change "duel" to "dual". (New Issue)
<input type="checkbox"/>	320	Page 6-37, Figure 6-5 with a comment says "why so many all-way stops so close to each other?". Your response to this comment says some minor revisions were made on this figure but , however this figure with minor revisions was not included in the latest submittal. (New Issue)
Deviations Request Form review		
<u>Issue</u>		
<u>Cleared?</u>	<u>Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	321	We have reviewed the deviations from standards form for residential local street Street "G" and collector Street "E" for the turning radii that do not meet City standards on the westside neighborhood of the project west of Camino Ruiz. You responded that Don Weston of Engineering agreed to the reduces turning radii of 45 feet for the local residential street "G" where 100 feet is required and 100 feet for collector street "E" where 450 feet is required. However, staff does not recall such meeting. (New Issue)





L64A-003A

Review Information

Cycle Type: 63 Submitted (Multi-Discipline)	Submitted: 08/21/2014	Deemed Complete on 08/21/2014
Reviewing Discipline: Plan-Long Range Planning	Cycle Distributed: 08/21/2014	
Reviewer: Monroe, Dan (619) 236-5529 DMMonroe@SanDiego.gov	Assigned: 08/25/2014	
	Started: 09/22/2014	
Hours of Review: 1.50	Review Due: 09/26/2014	
Next Review Method: Submitted (Multi-Discipline)	Completed: 09/22/2014	COMPLETED ON TIME
	Closed: 10/29/2014	

- . The review due date was changed to 10/15/2014 from 10/01/2014 per agreement with customer.
- . We request a 10th complete submittal for Plan-Long Range Planning on this project as: Submitted (Multi-Discipline).
- . The reviewer has requested more documents be submitted.
- . The reviewer has not signed off 1 job.
- . Last month Plan-Long Range Planning performed 23 reviews, 82.6% were on-time, and 15.4% were on projects at less than < 3 complete submittals.

📁 LRP Review March 2014

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	147	Park Planning Staff has requested revisions to the MMCP and LRP staff would like to review the final strikeout/underline cpa document once submitted. (From Cycle 47)

📁 LRP Review Sept 2014

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	149	Should additional revisions to the proposed community plan amendment be required per other reviewing disciplines, please be sure to forward final proposed text and graphic changes to LRP. Once the final draft community plan amendment has been received. LRP will distributed the proposed amendment for a 45 day review period pursuant to SB 18 Native American Tribal Noticing Requirements. (New Issue) [Recommended]





L64A-003A

Review Information

Cycle Type: 63 Submitted (Multi-Discipline)	Submitted: 08/21/2014	Deemed Complete on 08/21/2014
Reviewing Discipline: Plan-Facilities Financing	Cycle Distributed: 08/21/2014	
Reviewer: Abeyta, Angela (619) 533-3674 aabeyta@sandiego.gov	Assigned: 08/22/2014	
	Started: 08/26/2014	
Hours of Review: 0.50	Review Due: 09/26/2014	
Next Review Method: Submitted (Multi-Discipline)	Completed: 08/26/2014	COMPLETED ON TIME
	Closed: 10/29/2014	

- . The review due date was changed to 10/15/2014 from 10/01/2014 per agreement with customer.
- . We request a 6th complete submittal for Plan-Facilities Financing on this project as: Submitted (Multi-Discipline).
- . The reviewer has requested more documents be submitted.
- . Last month Plan-Facilities Financing performed 66 reviews, 95.5% were on-time, and 100.0% were on projects at less than < 3 complete submittals.

Impact Fees

PFFP Required with CP Amendmen

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	7	The requested Community Plan Amendment will require approval of a Public Facilities Financing Plan (PFFP) Amendment. The PFFP Amendment shall be processed concurrently for approval with the Community Plan Amendment as a Land Use Plan approval in accordance with Process Five (SDMC 122.0105). In accordance with the City of San Diego General Plan Sections PF-A.3, PF-C.1 and PF-C.6, at the Developers expense there shall be an evaluation and an amendment to the financing plan as determined necessary when the Community Plan is amended to increase density or intensity. (New Issue) [Recommended]
<input checked="" type="checkbox"/>	8	The Development Project Manager (DPM) shall add the approval type "Financing Plan" to the project in the project tracking system (PTS). (New Issue) [Recommended]
<input checked="" type="checkbox"/>	9	The Facilities Financing reviewer will coordinate the PFFP review with the Long Range Planner and assure that the PFFP language is included in the Land Use Plan Amendment Resolution. (New Issue) [Recommended]

Discretionary & Prelim Reviews

DIF/FBA-Residential

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	10	Facilities Benefit Assessments (FBA) will be required at building permit issuance based on increased residential development and/or a change to existing land use. Check the City's Facilities Financing website for current residential and non-residential FBA rates. (New Issue) [Recommended]

HTF

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	13	Housing Trust Fund (HTF) Fees on non-residential development will be required at building permit issuance. These fees are deposited into the San Diego Housing Trust Fund to meet, in part, affordable housing needs in San Diego. The current HTF Fee Rates are \$1.06 per sq. ft. for office use, \$.80 per sq. ft. for research and development use, \$.64 per sq. ft. for retail use, and \$.27 per sq. ft. for storage use. Rates are subject to change. (New Issue) [Recommended]





L64A-003A

Review Information

Cycle Type: 63 Submitted (Multi-Discipline)	Submitted: 08/21/2014	Deemed Complete on 08/21/2014
Reviewing Discipline: Community Planning Group	Cycle Distributed: 08/21/2014	
Reviewer: Daly, Tim	Assigned: 09/04/2014	
(619) 446-5356	Started: 09/04/2014	
TPDaly@sandiego.gov	Review Due: 09/26/2014	
Hours of Review: 0.20	Completed: 09/04/2014	COMPLETED ON TIME
Next Review Method: Submitted (Multi-Discipline)	Closed: 10/29/2014	

- . The review due date was changed to 10/15/2014 from 10/01/2014 per agreement with customer.
- . The reviewer has indicated they want to review this project again. Reason chosen by the reviewer: First Review Issues.
- . We request a 10th complete submittal for Community Planning Group on this project as: Submitted (Multi-Discipline).
- . The reviewer has requested more documents be submitted.
- . Your project still has 1 outstanding review issues with Community Planning Group (None of which are new)
- . Last month Community Planning Group performed 61 reviews, 62.3% were on-time, and 36.1% were on projects at less than < 3 complete submittals.

Mira Mesa

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	4	Please contact the Chair for the Mira Mesa Community Planning Group, Mr. JOHN HORST at mmcp.g.chair@gmail.com to make arrangements to present your project for review at their next available meeting. This Community Planning Group is officially recognized by the City as a representative of the community, and an advisor to the City in actions that would affect the community. The Development Services Department has notified the group of your request and has sent them a copy of your project plans and documents. (From Cycle 47)





L64A-003A

Review Information

Cycle Type: 63 Submitted (Multi-Discipline)	Submitted: 08/21/2014	Deemed Complete on 08/21/2014
Reviewing Discipline: Park & Rec	Cycle Distributed: 08/21/2014	
Reviewer: Harkness, Jeff (619) 533-6595 Jharkness@sandiego.gov	Assigned: 08/21/2014	
	Started: 09/22/2014	
Hours of Review: 2.50	Review Due: 10/13/2014	
Next Review Method: Submitted (Multi-Discipline)	Completed: 10/06/2014	COMPLETED ON TIME
	Closed: 10/29/2014	

- . The review due date was changed to 10/15/2014 from 10/01/2014 per agreement with customer.
- . The reviewer has indicated they want to review this project again. Reason chosen by the reviewer: Partial Response to Cmnts/Regs.
- . We request a 5th complete submittal for Park & Rec on this project as: Submitted (Multi-Discipline).
- . The reviewer has requested more documents be submitted.
- . Your project still has 16 outstanding review issues with Park & Rec (6 of which are new issues).
- . The reviewer has not signed off 1 job.
- . Last month Park & Rec performed 35 reviews, 88.6% were on-time, and 63.0% were on projects at less than < 3 complete submittals.

Review 2-1-13

VTM

General

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	13	The plans identify underground detention basins on future public park land. It is staff's understanding that these detention basins are to be privately owned and maintained. Responses to comments in regards to the OP-1-1 zone state that the park parcels identified for public park are to be dedicated to the City. The City does not allow private easements (in this case drainage) on public lands. This will need to be further discussed. (From Cycle 38)
<input type="checkbox"/>	14	Also, if it is determined that the detention basins are lotted out and privately owned and yet still provide a park amenity, they can not be zoned OP -1-1. This zone can only be used for park land dedicated to the City. (From Cycle 38)
<input type="checkbox"/>	24	The VTM does not identify any of the parcels to be deeded to the City as fee-owned park land. It is not clear that this issue has been resolved. However, the Precise Plan identifies OP-1-1 zoning over land that is either park or creek corridor. Any land to remain in private ownership can not have the OP-1-1 designation. (From Cycle 38)
<input type="checkbox"/>	29	If the parks are to be City fee-owned property, please indicate how access to the creek corridor will be achieved without requiring access through City fee-owned property. There can be no private easements, in this case for access, encumbering City fee-owned property. (From Cycle 38)

Specific Comments

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	16	Sht 23-D - lot lines are not clearly delineated so that staff can see Lot 145, that is proposed for developed park. (From Cycle 38)

Master Plan

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	25	Page 9-4 Zone Plan - The figure indicates private land has having the OP-1-1 zone. As discussed with the applicant's consultant, only land that is deeded to the City can have this zone. (From Cycle 38)

CPA

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	26	Page 59, Parks by Classification - Revise McAuliffe Park to read: Gross Acres 33.85 Developable Acres 20.91 Useable Acres Developed 13.41 Future Acres 7.50 (From Cycle 38) [Recommended]

Draft Conditions

For questions regarding the 'Park & Rec' review, please call Jeff Harkness at (619) 533-6595. Project Nbr: 67943 / Cycle: 63





L64A-003A

Issue
Cleared? **Num** **Issue Text**

- 27 Please provide the following information prior to writing draft conditions;
 - land ownership of park parcels used to satisfy population-based park requirements (From Cycle 38)

Review 3-5-14

VTM

Issue
Cleared? **Num** **Issue Text**

- 44 Sheet 1
 - identifies responsibilities for both park maintenance and stormwater structures outside of the public right of way. Once ownership and maintenance responsibility have been identified, these notes may need to be revised. (From Cycle 47)
- 34 Sheet 7
 - A 58' non-vehicular pedestrian access and general utility easement is proposed for Lot 12. This should be a Recreation easement and general utility easement. (From Cycle 47)
- 45 Sheet 7
 - indicates a "58' utility easement to be paved" on Lot 12. How wide is the paved access within the easement? (From Cycle 47)
- 38 Sheets 7-10
 - Note #6 states: "For detailed creek grading see landscape/creek grading plan sheet 19". The detailed grading of the creek area and parcel lines used for determining 100%/50% credit for population based parks are not clearly delineated and in some cases appear to be the grading from the previous review cycle that are not consistent with the proposed parcel lines as shown on Sheets 3 - 6. (From Cycle 47)
- 41 It's staff's understanding that the grading will dictate the location of the floodway. If this is correct, a separate exhibit indicating the floodway and floodplain and parcels lines is requested to clearly convey the concept. (From Cycle 47)
- 40 Sheet 9, Slope Section I-I
 - Remove the 6' bench from the face of the slope. (From Cycle 47)
- 39 Sheets 9 and 17
 - Remove the trail center line from Lot 91. (From Cycle 47)
- 32 Sheet 15
 - Lot 52 should have a recreation easement. (From Cycle 47)
- 33 Sheets 15-16
 - Non-vehicular and pedestrian easments on Lots 3,4,5,6,9,10 and 66 should be replaced with a recreation easement. (From Cycle 47)
- 31 Sheets 15-18
 - All trail easements on private property should be recreation easements. (From Cycle 47)
- 36 Sheet 26
 - The planting shown in the creek corridor area does not follow the parcel lines as indicated on sheet 5, or the floodway lines as shown on Sheet 21. Please see previous comment #38 & #41 above for further discussion of this issue. (From Cycle 47)

General

Issue
Cleared? **Num** **Issue Text**

- 30 - Staff has met with the applicant and are continuing the discussion of ownership of proposed parks and maintenance responsibilities. However, currently, per sheet 1 of 44, notes indicate that no parks or drainage structures outside of the public right of way will be City maintained. This may need to be revised upon final understanding of property ownership and maintenance responsibilities. (From Cycle 47)

Master Plan

Issue
Cleared? **Num** **Issue Text**

- 46 Page 2-4, 2.12
 - Per figure 2-1, and the revised plans, the park acreage should be 63.46 (From Cycle 47)
- 47 Page 3-20, 3.4.3
 - Be consistent in identifying park acreage. Revise park acreage to 43.42. Page 2-4 gave park acreage to this decimal place. (From Cycle 47)
- 48 Page 7-3
 - Per comment 43, revise the useable acreage of McAuliffe Park to approximately 4 acres. (From Cycle 47)
- 49 Page 7-3, last paragraph, last two sentences
 - Per staff's understanding from Facilities Financing at our recent meeting with the applicant, the 4.92 acre park requirement would not be fulfilled by payment of FBA fees, but by an ad-hoc fee/in-lieu payment. Please change text accordingly. (From Cycle 47)
- 50 The applicant has provided staff with a Park Elements graphic separate from the plan package. It is requested that this graphic be incorporated into the Master Plan as either part of Section 3 or as an appendices. (From Cycle 47)

Com Plan Amendment

For questions regarding the 'Park & Rec' review, please call Jeff Harkness at (619) 533-6595. Project Nbr: 67943 / Cycle: 63





L64A-003A

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
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<input type="checkbox"/>	43	Page 59 - Recent agreements between the City and the San Diego Unified School District have resulted in the redistribution of land for McAullife Park, as well as since the last review, staff has updated acreage numbers for population-based parks in Mira Mesa. This information will be provided to the applicant in an alternative format. (From Cycle 47)
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Review 10-13-14

VTM

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
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<input type="checkbox"/>	51	Per requested revision from comment #38, grading within the proposed park area is now clearly delineated. As such, it does not appear that there is any park potential (trails) within Lots 136, 140, 141, 142 & 144. This totals 1.48 acres. At 50% population-based park credit, this would be .74 acres. (New Issue)
<input type="checkbox"/>	52	con't. - It appears that this difference has the potential to be made up by moving the Lot line between Lot 125 and 146 to the top of the slope of Lot 146, thereby increasing the size of Lot 125. Is that possible? (New Issue)

Master Plan

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
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<input type="checkbox"/>	53	Page 7-3 and B-1 - Direction has been provided to staff to remove the reference of 2.0 acres of neighborhood park and .8 acres of community park and replace with 2.8 acres of population-based park. (New Issue)
<input type="checkbox"/>	54	con't. - As such, please revise the paragraphs on these pages to read: "For the projected population of Stone Creek, based on full build-out of 4,445 residential units as presented in this Master Plan, Stone Creek will provide 35.16 acres of population-based parks. Assuming build-out of 4,445 residential units, the remaining park requirement of 4.92 acres....." (New Issue)
<input type="checkbox"/>	56	Previous comment 46. - The revised page was not submitted to confirm the revision. (New Issue)

CPA

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
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<input type="checkbox"/>	55	Page 57 and Page 59 - Staff has once again revised the acreage for McAullife Park. They are as follows: Gross acres: 21.30, Developable Acres: 8.57, Useable Acres Developed: 4.33, Future Acres 4.24. - Please revise each page accordingly. (New Issue)
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L64A-003A

Review Information

Cycle Type: 63 Submitted (Multi-Discipline)	Submitted: 08/21/2014	Deemed Complete on 08/21/2014
Reviewing Discipline: Housing Commission	Cycle Distributed: 08/21/2014	
Reviewer: Daly, Tim	Assigned: 09/04/2014	
(619) 446-5356	Started: 09/04/2014	
TPDaly@sandiego.gov	Review Due: 09/12/2014	
Hours of Review: 0.70	Completed: 10/02/2014	COMPLETED LATE
Next Review Method: Submitted (Multi-Discipline)	Closed: 10/29/2014	

- . The review due date was changed to 10/15/2014 from 10/01/2014 per agreement with customer.
- . The reviewer has indicated they want to review this project again. Reason chosen by the reviewer: First Review Issues.
- . We request a 6th complete submittal for Housing Commission on this project as: Submitted (Multi-Discipline).
- . The reviewer has requested more documents be submitted.
- . Your project still has 6 outstanding review issues with Housing Commission (1 of which are new issues).
- . The reviewer has not signed off 1 job.
- . Last month Housing Commission performed 9 reviews, 44.4% were on-time, and 100.0% were on projects at less than < 3 complete submittals.

Jan 2013

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	3	The submitted Master Plan indicates that affordable housing will be provided onsite; however, the developer has not yet submitted any proposals to the Housing Commission. Per City Council Policy 600-37, the impact and benefits of affordable housing shall be considered when making an initial determination. We encourage the developer to submit a proposal detailing the provision of affordable housing within the development so that the Housing Commission may evaluate these impacts and benefits. (From Cycle 38)
<input type="checkbox"/>	4	Potential benefits could be: <ol style="list-style-type: none"> 1. Provide 15 percent of the units as affordable (20 percent below market) on-site; 2. Provide 15 percent of the units as affordable (20 percent below market) within 10 miles of the site; 3. Donate land to the San Diego Housing Commission sufficient to build 15 percent of the units as affordable housing; 4. Purchase existing apartment building(s) to provide 15 percent of the units as affordable housing. 5. Donate money to the San Diego Housing Commission to build 15 percent of the units as affordable housing. (From Cycle 38)
<input type="checkbox"/>	5	The most beneficial extraordinary benefit to the City would be the provision of affordable housing on-site that is affordable to a range of income levels through a variety of housing types. (From Cycle 38)
<input type="checkbox"/>	6	Cameron Shariati Financial Analyst Real Estate Department San Diego Housing Commission 1122 Broadway, Suite 300, San Diego, CA 92101 619-578-7474 (o) camerons@sdhc.org (From Cycle 38)

Feb 2014

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	7	From: Cameron Shariati Sent: Tuesday, February 25, 2014 4:55 PM Subject: RE: PTS 67943 - Housing Commission Comments Hi Tim, I received a new set of plans for this project and don't have any additional comment at this time. The comments from the previous cycle still apply. We are waiting to hear from the developer regarding their affordable housing proposal. Let me know if you have any questions. Thanks, Cameron Shariati Assistant Real Estate Manager Real Estate Department San Diego Housing Commission 1122 Broadway, Suite 300, San Diego, CA 92101 619-578-7474 (From Cycle 47)

For questions regarding the 'Housing Commission' review, please call Tim Daly at (619) 446-5356. Project Nbr: 67943 / Cycle: 63





L64A-003A

Oct 2014

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	8	Please contact the SD Housing Commission directly to discuss development and affordable housing proposal. (New Issue)





L64A-003A

Review Information

Cycle Type: 63 Submitted (Multi-Discipline)	Submitted: 08/21/2014	Deemed Complete on 08/21/2014
Reviewing Discipline: Environmental Services Dept	Cycle Distributed: 08/21/2014	
Reviewer: Wood, Lisa (858) 573-1236 LFWood@sandiego.gov	Assigned: 08/29/2014	
	Started: 08/29/2014	
Hours of Review: 4.00	Review Due: 09/12/2014	
Next Review Method: Submitted (Multi-Discipline)	Completed: 08/29/2014	COMPLETED ON TIME
	Closed: 10/29/2014	

- . The review due date was changed to 10/15/2014 from 10/01/2014 per agreement with customer.
- . The reviewer has indicated they want to review this project again. Reason chosen by the reviewer: First Review Issues.
- . We request a 6th complete submittal for Environmental Services Dept on this project as: Submitted (Multi-Discipline).
- . The reviewer has requested more documents be submitted.
- . Your project still has 7 outstanding review issues with Environmental Services Dept (3 of which are new issues).
- . Last month Environmental Services Dept performed 5 reviews, 80.0% were on-time, and 40.0% were on projects at less than < 3 complete submittals.

Draft Waste Managment Plan

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	21	Page 18, middle of the page, change the word "may" to "will," and then select the bullet points this project will implement. Page 19, delete last sentence. Page 20, second bullet, Table 4 does not provide the necessary information regarding segregation. Please provide such a table with the materials types (and the proposed method of handling) specified. (From Cycle 38)
<input type="checkbox"/>	23	As identified previously, segregation is not specified. Unspecific language occurs throughout. For example p 11 says (twice) that certain strategies "might" be "considered." Developing specific requirements is deferred to "before the job begins" ... a "more clearly defined outline of the recycled material process would be determined with each future . . ." but it is not clear what the trigger for a subsequent document would be. This plan needs to provide specific strategies, and specific trigger points to enable the City to ensure that the measures are implemented. (From Cycle 47)
<input type="checkbox"/>	24	Inappropriate strategies should be deleted. This plan includes identifying how demolition materials can be re-used. Demolition is not part of this action, it is part of the mining reclamation plan. (Mining operations typically do not provide materials such as light fixtures and doors that can be reused.) (From Cycle 47)
<input type="checkbox"/>	25	How will waste along trails and in parks be managed? According to page 8-3 LEED silver will be "considered" where "practicable." (From Cycle 47)

1 screen check

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	26	page 5.7-39/44 says "implementable" measures are listed, but "consider reuse of building materials. . ." ". . . .to the extent feasible" is not implementable/enforceable language. Refer to WMP Appendix N, or else provide specific targets. page 5.17-12. Change "Solid Waste Disposal" to "Solid Waste Management" Change "Recently signed Assembly Bill 341 has set . . ." to "Subsequently, Assembly Bill 341 set . . ." Add at the end of the second paragraph, "The City has established a Zero Waste goal, and has been directed by Council to develop a Zero Waste Plan." (New Issue)
<input type="checkbox"/>	27	page 5.17-15. Second paragraph, before "User fees have been" add, "In most of California, but not in San Diego, which is governed by a Municipal Code section enacted by the voters in 1919," After that sentence add, "In San Diego, the City's General Fund pays for collection from most single family homes on public streets." Page 6.23 In the third line up from the bottom replace "the demolition debris recycling strategies given by the City of San Diego Environmental Services Department" with "the Waste Management Plan in Appendix N." (New Issue)
<input type="checkbox"/>	28	Page 6-24 Third line down from the top, replace "City" with "the Waste Management Plan." (New Issue)





L64A-003A

Review Information

Cycle Type: 63 Submitted (Multi-Discipline)	Submitted: 08/21/2014	Deemed Complete on 08/21/2014
Reviewing Discipline: Plan-MSCP	Cycle Distributed: 08/21/2014	
Reviewer: Smit-Kicklighter, Holly (619) 236-6621 hsmit@sandiego.gov	Assigned: 08/26/2014	
	Started: 09/15/2014	
Hours of Review: 10.00	Review Due: 09/26/2014	
Next Review Method: Submitted (Multi-Discipline)	Completed: 09/26/2014	COMPLETED ON TIME
	Closed: 10/29/2014	

- . The review due date was changed to 10/15/2014 from 10/01/2014 per agreement with customer.
- . The reviewer has indicated they want to review this project again. Reason chosen by the reviewer: Partial Response to Cmnts/Regs.
- . We request a 3rd complete submittal for Plan-MSCP on this project as: Submitted (Multi-Discipline).
- . The reviewer has requested more documents be submitted.
- . Your project still has 27 outstanding review issues with Plan-MSCP (24 of which are new issues).
- . The reviewer has not signed off 1 job.
- . Last month Plan-MSCP performed 26 reviews, 53.8% were on-time, and 56.0% were on projects at less than < 3 complete submittals.

MSCP 1stRevMarch2014

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	2	Please provide a site map which includes the abutting MHPA boundary, and identifies all wetlands by jurisdiction, floodplains and any required or proposed wetland buffer areas. This information should be included on both the project plans at the same scale as the project or a maximum scale of 1":200' and within a biology report. (From Cycle 49)

BIOLOGY REPORT

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	3	BIOLOGY REPORT REQUIRED -Please provide a biological resources report prepared pursuant to the City of San Diego "Guidelines for Conducting Biological Surveys" (projects deemed complete on or after June 6, 2012 are required to utilize the 2012 revised Biology Guidelines. For those project that were deemed complete prior to June 6, 2012, the applicant has the choice of either moving forward with the City's 2002 version or the 2012 version. (From Cycle 49)
<input checked="" type="checkbox"/>	6	In addition, two vernal pool complexes were mapped in the vicinity, one approximately 3000 feet to the south, and one in the adjacent MHPA/chapparral in the abutting MHPA approximately 300 feet to the west. One star annotated species are City Council adopted narrow endemics and MSCP Covered Species, two star species are only the latter. These species and others found on the site must be discussed in the biology report in terms of how conditions of coverage and other local, state and federal requirements are being met for them with the project. (From Cycle 49)
<input checked="" type="checkbox"/>	7	The report should include which version of the Biology Guidelines has been used, a map depicting biological resources, project impacts; and MHPA boundaries. MHPA Guidelines, as described in the MSCP Subarea Plan, that apply to the site and any management conditions that would apply to the areas conserved as MHPA/open space should also be discussed in the report. If impacts to sensitive biological resources will occur, mitigation should be provided pursuant to the City's Biology Guidelines and measures should be included to address any narrow endemic species on-site. (From Cycle 49)
<input checked="" type="checkbox"/>	9	WILDLIFE CORRIDORS- The site is not located within a (regional) wildlife corridor within the MHPA however, the creek areas running through the site are depicted in the Mira Mesa Community Plan as being a local wildlife corridor (Figure 8). This habitat linkage and any potential impacts should be discussed in the biology report. (From Cycle 49)
<input checked="" type="checkbox"/>	10	NARROW ENDEMICS OUTSIDE MHPA -In the biology report, please assess the potential for Narrow Endemics (list of 15 on page 8 of the Biology Guidelines as mandated by the City Council), to be on-site or in the adjacent MHPA. Focused surveys would be required in any areas of the site showing a moderate to high potential for occurrence of these species. If located, measures to minimize impacts, if any, will need to be identified. Mitigation measures should include avoidance, management, transplantation and /or enhancement as determined appropriate for the species, pursuant to CON'T (From Cycle 49)
<input checked="" type="checkbox"/>	11	to the City's Biology Guidelines. Please see known list of narrow endemics and other sensitive species outlined in Items 4 & 5 above. (From Cycle 49)
<input type="checkbox"/>	12	WETLANDS -Part I -The project appears to be impacting wetlands (Carroll Canyon Creek and tributaries). The City's Biology Guidelines and MSCP Subarea Plan require that impacts to wetlands, shall be avoided, and that a sufficient wetland buffer shall be maintained, as appropriate, to protect resource functions/values. Where wetland impacts are unavoidable (determined case-by-case), they shall be minimized to the maximum extent practicable and fully mitigated per the City's Biology Guidelines. (From Cycle 49)





L64A-003A

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	13	The biology report should include an analysis of on-site wetlands (including city, state and federal jurisdiction analysis) and, if present, include project alternatives that fully/substantially avoid wetland impacts. Detailed evidence supporting why there is no feasible, less environmentally damaging location or alternative to avoid any impacts must be provided for City staff review, as well as a mitigation plan that specifically identifies how the project is to compensate for any unavoidable impacts. CON'T (From Cycle 49)
<input type="checkbox"/>	14	Avoidance is the first requirement; mitigation can only be used for impacts clearly demonstrated to be unavoidable. Unavoidable impacts will require deviation from the City's ESL. Due to limited availability of wetland mitigation sites, a feasible wetland mitigation plan is required to be submitted within the biology report during discretionary review. If the 2012 Biology Guidelines are intended to be used, any ESL or Wetland Regulation Deviations within or outside the coastal zone would require compliance with the deviation procedures starting on page 20 with an assessment included in the (From Cycle 49)
<input checked="" type="checkbox"/>	15	LAND USE ADJACENCY -Due to the adjacency to the MHPA, the development will need to conform to all applicable Land Use Adjacency Guidelines (Section 1.4.3) of the MSCP Subarea Plan. In particular, lighting, drainage, landscaping, access, and noise must not adversely affect the MHPA. Please address these issues in the project biology report and provide notes/conditions on the construction plans as appropriate. (From Cycle 49)
<input checked="" type="checkbox"/>	16	Lighting-Lighting should be directed away from the MHPA, and shielded if necessary. Please see Municipal Code §142.0740 for further information. Toxins/Drainage-The use or generation of toxins should be avoided/reduced/and cleaned up on-site and prevented from entering storm water areas on-site. (From Cycle 49)
<input checked="" type="checkbox"/>	17	Landscaping-No prohibited species per the Municipal Code Landscape Standards- Section 1.3 shall be utilized anywhere on-site and no potentially invasive plant species shall be planted in or adjacent to the MHPA (i.e. 100 feet). Wetland, wetland buffer and MHPA adjacent specified plant palettes will be required on the landscape plans. (From Cycle 49)
<input checked="" type="checkbox"/>	18	Drainage-Drainage should be directed away from the MHPA, or if not possible, must not drain directly into the MHPA. Instead, runoff should flow into sedimentation basins, grassy swales or mechanical trapping devices prior to draining into the MHPA. Brush Management -All Zone 1 brush management areas must be included within the development footprint and outside the MHPA. Brush management Zone 2 may be permitted within the off-site MHPA and is considered impact neutral; however permission from the adjacent property owner would be required. (From Cycle 49)
<input checked="" type="checkbox"/>	19	Access-Access to the MHPA, if any, should be directed to minimize impacts and reduce impacts associated with domestic pet predation. The use of appropriate barriers (boulders, bollards, fencing) and signage is encouraged.
<input checked="" type="checkbox"/>	20	Noise-Due to the site's location adjacent to a wetland and the MHPA, construction noise will need to be avoided, if possible, during the breeding season of the California gnatcatcher (3/1-8/15), least Bell's vireo (3/15-9/15), southwestern willow flycatcher (5/1-8/30). CON'T (From Cycle 49) If construction is proposed during the breeding season for the species, U.S. Fish and Wildlife Service protocol surveys will be required in order to determine species presence/absence. If the species is/are not identified within the wetlands/MHPA, no additional measures will be required. If present, measures to minimize noise impacts will be required and should include temporary noise walls/berms.
<input checked="" type="checkbox"/>	21	CON'T (From Cycle 49) If a survey is not conducted and construction is proposed during the species' breeding season, presence would be assumed and a temporary wall/berm would be required. Noise levels from construction activities during the bird breeding season should not exceed 60 dBA hourly LEQ at the edge of the occupied MHPA, or the ambient noise level if noise levels already exceed 60 dBA hourly LEQ. (From Cycle 49)

DEVELOPMENT PLANS

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
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L64A-003A

Issue
Cleared? Num Issue Text

- 22 Landscaping Sheets - Call out all Genus and species to be utilized.

Identify wetland, wetland buffer, and MHPA adjacent specified plant palettes on the landscape plans.

Specify container or hydroseed and include appropriate (indigenous to the area) native annuals in areas sensitive ESL areas.

Specify any wetland revegetation or restoration areas to be on-site for any potential/proposed wetland impacts. Note that restoration with a 5 year MMRP is required for mitigation credit. (From Cycle 49)
- 23 Note that certain species that have the potential to invade the wetland and abutting MHPA should not be used in or adjacent to the wetland buffer areas. Such species may include Olea, non-native grass species, and ground covers including Ganzia, Osteospermum, Hemerocalis and possibly others. Where possible when native Genus' are listed, specify a locally indigenous species (see San Diego Native Plants - James Lightner and A Flora of San Diego County - RM Beauchamp for reference). (From Cycle 49)
- 24 Cover Sheet - Please include the ESL Exhibit that is listed on the cover sheet. (From Cycle 49)

COMMUNITY PLAN UPDATE

Issue
Cleared? Num Issue Text

- 25 MIRA MESA COMMUNITY PLAN UPDATES - The biology report should thoroughly discuss and justify the changes requested to Figures 5-8 and include a Wildlife Corridor paragraph that discusses the local corridor depicted in Figure 8. The existing creeks and their names should be included on a new figure or existing figure (i.e. Carroll Canyon Creek and tributaries). (From Cycle 49)

MSCP 2nd Rev Sept 2014

Issue
Cleared? Num Issue Text

- 31 GENERAL - Show graphically and explain in the BTR, EIR and the Community Plan amendment how Carroll Canyon Creek and a wildlife corridor to the east will connect to the existing Carroll Canyon Creek east of the proposed project as the project proposes to change the location of the creek in the southeast corner of the proposed Stone Creek Development (see Figures 6, 7 and 8 of the Proposed MMCP SCDP Amendment). (New Issue)

COMMUNITY PLAN UPDATE

Issue
Cleared? Num Issue Text

- 32 COMMUNITY PLAN CHANGES -Per previous comment 25 - In addition to providing the response to staff comments, the BTR must also discuss and show the Mira Mesa Community Plan existing and proposed graphics for Figures 5 (native plants and habitats) and 6 (designated open space) side by side and explain the reduction in habitat acreages and the proposed realignment of open space and whether or not mitigation for these changes was required and provided for in the existing CUP. (Second refined request). (New Issue)

BTR 1st RevRECONJuly 2014

Issue
Cleared? Num Issue Text

- 33 BTR GENERAL - No MHPA areas are present on-site and the site abuts MHPA area only at the southwest corner (while Figure 5 of the BTR shows this, inclusion of Figure 2.14 of the EIR which show the wider context of the MHPA should also be used in the BTR as Figure 5b).

The BTR should discuss measures to distinguish/protect the proposed Carroll Canyon Creek mitigation site from uses resulting from implementation of the population-based park space. (New Issue)
- 34 The ultimate buildout of the SCDP must be the utilized for the worstcase impact and mitigation analysis in the BTR in order to be consist with and support the EIR. The additional scenario(s) can be treated alternatives as they are in the EIR (with analysis placed in an appendix if desired/needed). Please revise the BTR as appropriate throughout. (New Issue)
- 35 BTR SPECIFIC - Section 1 SUMMARY OF FINDINGS - Please revise the project description to match the EIR. The EIR in Section 2.12 states that the baseline is the existing approved CUP reclamation plan completion stage and in Section 3.2, that the proposed project analysis based on the proposed ultimate build-out of the Stone Creek Development Plan. In contrast, the BTR has two project scenarios; the proposed amended CUP; and the Stonecreek Development Project.

(New Issue)





L64A-003A

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	36	The current CUP is expiring in 2015 and requires a new permit with various CUP permit components proposed to be amended. Provide the approved CUP and associated bio MMRP for the approved CUP at the next submittal. In the BTR and EIR and explain the proposed changes for the amended CUP. INTRODUCTION Section 2 - Describe the SCDP with future potential tense rather than using words that indicate that the project is already built (i.e. has, are, etc) use "would be", or "would have" instead. (New Issue)
<input type="checkbox"/>	37	METHODS SECTION 3 - Per the City's Biology Guidelines, surveys older than 24 months shall be updated. The surveys are now over three years old as June 28, 2011 is the most recent survey date. Please provide a update. EXISTING CONDITIONS 4.1 - Reported soils types are indicated to have been mostly removed due to mining operations. Information from any new geology surveys should be included. The impact of the actual soil type on the proposed habitat restoration areas should be explored in the BTR and the restoration plan. (New Issue)
<input type="checkbox"/>	38	Section 4.2.1 - Open Water - The figures in the BTR show 4 distinct areas of non-jurisdictional mine ponds (i.e. Figure 6a). Clearly indicate that mine ponds are the only habitat this nomenclature is applied to or list other open water habitat that may be naturally associated with Carroll Canyon Creek. Indicate on all related figures that the mine ponds are considered "open water" habitat for clarity and cross comparison of the habitat/impact assessment and vegetation maps. (New Issue)
<input type="checkbox"/>	39	Section 4.2 and Figures- Clarify if references to "the central drainage course" and "drainage course in the central portion of the site" indicate the main Carrol Canyon Creek channel. Number the main channel and all the other tributary drainage courses on the appropriate figures for easy reference to text descriptions. Section 4.2.3 - Natural Flood Channel and Concrete Channel must be explained/quantified seperately as the former is considered a type of City Wetland pursuant to Table 2a and 2b of the 2012 Biology Guidelines. (New Issue)
<input type="checkbox"/>	40	Section 4.2.6 - Disturbed Wetland must be further described. If any native species remain in these areas it should be called disturbed willow scrub etc as appropriate. On Figure 5 southern willow scrub (SWS) and Disturbed Wetland appear to be the same color, please clarify why (perhaps DW is disturbed SWS?). 4.3.1 - Amphibians - Explain how likely these species are to use both the natural creeks and the man-made ponds. Update with appropriately timed surveys to clarify presence or absence. (New Issue)
<input type="checkbox"/>	41	Section 4 - Link the habitat types to use by wildlife (i.e. explain if the man-made sedimentation ponds for minng are utilized by any type of migratory or otherwise sensitive native birds etc. The animal list, Attachment 2, must have the same habitat types crossreferenced as Attachment 1, which has all the vegetation types from Section 4.2 - Botany Section. Figure 5 - Concrete channel legend is dark brown, include on the graphic. Use this color for concrete channel on all the figures. (New Issue)
<input type="checkbox"/>	42	WETLAND BUFFERS - Based on Figures 6b, 7a, and 7b provide a proposed wetland graphic buffer showing proposed wetland buffer areas for Carroll Canyon Creek and any other wetlands/waters of the US considered natural/jurisdictional on-site for the ultimate SCDP buildout . (New Issue)
<input type="checkbox"/>	43	Section 5 IMPACTS-Section 5.1.1 - Third paragraph incorrectly states that the impact to SMC would be under the 0.10 acre upland threshold. This assumption is incorrect as the exemption applies if it is the only impact on-site. In this case, approximately 4 acres of wetland habitat would also be impacted by the project. Please revise this paragraph and all related text and impact/mitigation tables. Explain in the impact section what project features would cause wetland/waters of the US impacts and what measures were taken to avoid these impacts in the project design(s). (New Issue)
<input type="checkbox"/>	44	Section 6 MITIGATION -First paragraph - The project is utilizing the 2002 rather than the 2012 guidelines, so remove the reference to the latter. The 2:1 ratios in the 2002 ESL Guidelines are required to be followed regardless of the elimination of temporal loss for City wetlands (i.e. there is no reduction in mitigation ratios when temporal loss is avoided in the City's regulations). Please revise Section 6.0 accordingly. (New Issue)
<input type="checkbox"/>	45	Information on wetland avoidance, minimzation, buffer areas, pre and post development functions and values of on-site wetland, and wetland mitigation consistent with the City's 2002 ESL Guidelines has not been provided for either the CUP and/or the SCDP scenario. Please provide. (New Issue)





L64A-003A

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	46	The site plans indicate the use of man-made materials within the existing and proposed wetlands on-site. Adding man-made materials in areas where mitigation credit would be given would be inconsistent with ESL regulations that require mitigation to consist of natural habitat. Clearly identify and tie the location of the four upfront wetland establishment mitigation sites mentioned in the Wetland Mitigation Plan to the BTR and the engineering site plans for project clarification and consistency. (New Issue)
<input type="checkbox"/>	47	Tables 6 and 7 - run spellcheck as requirements is spelled incorrectly on both tables 6 and 7. Revise these tables to correctly reflect impacts to both uplands and wetlands caused by the project and to reflect required mitigation ratios pursuant to the City's 2002 Biology Guidelines Tables 2 and 3. (New Issue)
<input type="checkbox"/>	48	Section 6.1.1 - Second paragraph - second sentence, - Creation includes establishment of new wetlands, restoration is the term to be used for re-establishment. Due to potential failure and loss of natural wetlands, 1:1 creation/restoration is required to be accompanied by 1:1 ratio of additional wetland mitigation (preservation, creation, restoration, or enhancement). Revise section 6 and 6.1 accordingly. Section 6.1.2 - Utilize the City's Standard Nesting Bird mitigation requirements which can be obtained from the EAS planner. (New Issue)
<input type="checkbox"/>	49	ATTACHMENT 5 - Burrowing owl (BUOW) and snowy plover potential are missing and must be included, please revise attachment. (New Issue)
<input type="checkbox"/>	53	JURISDICTIONAL WATERS DETERMINATION (JWD) -(RECON July 28, 2011), ATTACHMENT 6 - This is accepted except for the following: Change the reference in the BTR Table of Contents which mistakenly references the stand alone Wetland Mitigation Plan (RECON March 2014). (New Issue)
<input type="checkbox"/>	54	Figure 4 - Southern Willow Scrub and Concrete Channel are indistinguishable on the map from each other. Please change the legend to match the dark brown in the BTR to provide distinction and label the location of the concrete channel on the project site on the figure (Currently not showing here or in the BTR). (New Issue)

WetMitPlanMSCP 1st RevRECON Ma

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	50	WETLAND MITIGATION PLAN - (March 11, 2014,RECON)- Utilize comments provided for the BTR and amend this document as appropriate. Section 4.1 - Site Preparation must include more than the use of herbicides (which should be watershed compatible) and include the use of soil amendments like top soil and mychorizzea to restore the soil function lost from the mining operation. (New Issue)
<input checked="" type="checkbox"/>	51	Besides making this report consistent with the BTR as needed, and revision of Section 4.1; the rest of the plan components are acceptable to MSCP Staff. (New Issue)

1stRevHYDRO&WQTRAug2014

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	55	MSCP Staff has received and reviewed both the Preliminary Hydrology and Hydraulics Report and the Water Quality Technical Report for Stone Creek (both by BDS Eng. August 18, 2014) and has the following comments: All relevant changes to the BTR and EIR documents shall be made in these reports as appropriate. Updated any graphics/figures for clarification of proposed modifications to the creek bed as shown in the Mira Mesa Community Plan updates figures 5 and 6, particularly in relation to the southeast corner of the project. (New Issue)





L64A-003A

Review Information

Cycle Type: 63 Submitted (Multi-Discipline)	Submitted: 08/21/2014	Deemed Complete on 08/21/2014
Reviewing Discipline: PUD-Water & Sewer Dev	Cycle Distributed: 08/21/2014	
Reviewer: Ruiz, Alejandro (619) 446-5414 Aruiz@sandiego.gov	Assigned: 08/21/2014	
	Started: 09/09/2014	
Hours of Review: 7.00	Review Due: 10/15/2014	
Next Review Method: Conditions	Completed: 10/09/2014	COMPLETED ON TIME
	Closed: 10/29/2014	

- . The review due date was changed to 10/15/2014 from 10/01/2014 per agreement with customer.
- . We request a 3rd complete submittal for PUD-Water & Sewer Dev on this project as: Conditions.
- . The reviewer has requested more documents be submitted.
- . Your project still has 14 outstanding review issues with PUD-Water & Sewer Dev (15 of which are new issues).
- . Last month PUD-Water & Sewer Dev performed 115 reviews, 100.0% were on-time, and 76.2% were on projects at less than < 3 complete submittals.

Water and Sewer comments, Cycl

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	1	The Public Utilities Department informed the consultant that the relocation of the 21-in Carroll Canyon Trunk Sewer will not be required. This change will allow the developer to meet all separation requirements. However, the plans submitted in Cycle 50 don't meet these separation requirements. Please revise all sheets. (From Cycle 50)
<input checked="" type="checkbox"/>	2	Minimum separation requirements edge to edge between utilities: " Between water and sewer 10 feet. " Between water and reclaim water 6 feet. " Between water and storm drain 6 feet. " Between sewer and storm drain 6 feet. (From Cycle 50)
<input checked="" type="checkbox"/>	3	Minimum separation requirements edge to edge between utilities and other structures: " Between water and face of curb 5 feet. " Between sewer and face of curb 10 feet. " Between sewer and trees 10 feet (Including medians). " Between sewer and face of median curb is 5 to 10 feet (Divide the depth in half). (From Cycle 50)
<input checked="" type="checkbox"/>	4	Sheet 2 of 44 - The street cross section "A" shows the proposed sewer under the gutter of the median. This is not acceptable. Please revise. (From Cycle 50)
<input checked="" type="checkbox"/>	5	Sheet 7 of 44 - Please check all separation requirements. (From Cycle 50)
<input checked="" type="checkbox"/>	6	Sheet 8 of 44 (Reclaimed water) - Plans show the proposed reclaimed water main on top of the existing 16 inch PVC water main in Camino Ruiz. Please revise. (From Cycle 50)
<input checked="" type="checkbox"/>	7	Sheet 8 of 44 (Sewer) - It appears that the proposed 15 inch sewer main will be in conflict with the existing drain channel in Camino Ruiz. Please provide a detail and cross section. (From Cycle 50)
<input checked="" type="checkbox"/>	8	Sheet 8 of 44 (Sewer) - The proposed 15 inch sewer main does not meet the separation requirement from the face of the median curb. Please revise all sheets. (From Cycle 50)
<input checked="" type="checkbox"/>	9	Sheet 8 of 44 (Gran Piazza) - The details provided need to show all public utilities with vertical and horizontal separation in reference to the foundations. Please make sure that all wet utilities are outside the 45 degree pressure zone (Influence). (From Cycle 50)
<input checked="" type="checkbox"/>	10	Sheet 9 of 44 (Bridge) - Cross sections A is insufficient. Please provide a profile of the channel and bridge with the utilities and vertical elevation. (From Cycle 50)
<input checked="" type="checkbox"/>	11	Sheet 10 of 44 (Water) - The proposed water main is shown under the sidewalk in Maya Linda. Please revise all sheets. (From Cycle 50)
<input checked="" type="checkbox"/>	12	Sheet 10 of 44 (Water) - The proposed water and reclaimed water have no point of connection in Black Mountain Road. (From Cycle 50)
<input checked="" type="checkbox"/>	13	Sheet 10 of 44 (Sewer) - The proposed 10 inch sewer main in Maya Linda will be under the median. This is not acceptable. Please revise. (From Cycle 50)
<input checked="" type="checkbox"/>	14	Sheet 10 of 44 (Bridges) - Cross section C is insufficient. Please provide a profile of the channel and bridge with the utilities and vertical elevations. Show how the sewer main is going to be protected and replaced in the future. (From Cycle 50)
<input checked="" type="checkbox"/>	15	Sheet 10 of 44 (Easement) - Proposed 35 feet utility easement needs to be exclusive for public utilities. Please revise. (From Cycle 50)
<input checked="" type="checkbox"/>	16	Sheet 10 of 44 - The cross section shows 21 inch truck sewer that will not be required. Please check all notes. (From Cycle 50)
<input checked="" type="checkbox"/>	17	Sheet 10 of 44 - It appears that the proposed sewer will be in conflict with the existing storm drain in Carroll Canyon Road. Please revise. (From Cycle 50)

For questions regarding the 'PUD-Water & Sewer Dev' review, please call Alejandro Ruiz at (619) 446-5414. Project Nbr: 67943 / Cycle: 63





L64A-003A

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	18	Please provide the following note on the Site Plans "If a 3" or larger meter is required for this project, the owner/permittee shall construct the new meter and private backflow device on site, above ground, within an adequately sized water easement, in a manner satisfactory to the Director of Public Utilities and the City Engineer". (From Cycle 50)
<input checked="" type="checkbox"/>	19	Please let us know if you need a meeting prior to the next submittal. (From Cycle 50)

Sewer Study Comments:

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	20	1. Revise the cross-sections to show all horizontal separation between all proposed wet utilities. Please, show the dimensions from the proposed curb to the proposed wet utilities on the both side of the streets. (From Cycle 50)
<input checked="" type="checkbox"/>	21	2. The Department of Health Services has reduced their separation requirements. The City is now accepting 6 foot edge to edge minimum separation between reclaimed water and water mains. Please revise if needed. (From Cycle 50)
<input checked="" type="checkbox"/>	22	3. Submit a Geotechnical Report and post settlement sewer calculations table for the areas located in fill soils. Provide post consolidation sewer profiles. (From Cycle 50)
<input checked="" type="checkbox"/>	23	4. In several locations, the proposed sewer main design is in conflict with the proposed storm drains. Please, redesign those reaches to achieve a minimum 6' horizontal separation edge to edge between the proposed sewer and proposed storm drain. (From Cycle 50)
<input checked="" type="checkbox"/>	24	5. In several locations, the proposed sewer main is too close to the proposed median curb. Please move the proposed sewer main 10 feet away from the median curb. (From Cycle 50)
<input checked="" type="checkbox"/>	25	6. The Deviation Requests submitted by the applicant will remain on hold until the outstanding issues are addressed. (From Cycle 50)
<input checked="" type="checkbox"/>	26	7. Please reflect in the revised sewer study all discretionary review comments. (From Cycle 50)
<input checked="" type="checkbox"/>	27	8. Additional comments or requirements may be made upon receipt of the above corrected information. (From Cycle 50)

Sewer Study Comments:

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	28	The sewer study has been approved. The approval letter will be issued separately. (New Issue) [Recommended]

Permit Conditions:

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	29	Prior to the issuance of any building permits, the Owner/Permittee shall assure, by permit and bond the design and construction all public water and sewer facilities as required in the accepted water and sewer study for this project in a manner satisfactory to the Public Utilities Director and the City Engineer. Water and sewer facilities, as shown on the approved Exhibit "A", may require modification based on the accepted water and sewer study and final engineering. (New Issue)
<input type="checkbox"/>	30	Prior to the issuance of any building permits, the Owner/Permittee shall assure, by permit and bond, the design and construction of new water and sewer service(s) outside of any driveway or drive aisle, in a manner satisfactory to the Public Utilities Director, the City Engineer. (New Issue)
<input type="checkbox"/>	31	Prior to the issuance of any building permits, the Owner/Permittee shall apply for a plumbing permit for the installation of appropriate private back flow prevention device(s), on each water service (domestic, fire and irrigation), in a manner satisfactory to the Public Utilities Director and the City Engineer. BFPDs shall be located above ground on private property, in line with the service and immediately adjacent to the right-of-way. (New Issue)
<input type="checkbox"/>	32	Prior to the issuance of any building permits, the Owner/Permittee shall assure, by permit and bond the design and construction of reclaimed water main and irrigation service(s), in a manner satisfactory to the Public Utilities Director and the City Engineer. (New Issue)
<input type="checkbox"/>	33	No trees or shrubs exceeding three feet in height at maturity shall be installed within ten feet of any sewer facilities and five feet of any water facilities. (New Issue)
<input type="checkbox"/>	34	At the time of Ministerial Review, the proposed 12-inch sewer main between manholes 14 (MH-14) and 33 (MH-33) will need to be revised. The proposed manhole 14 will need to be relocated to the southeast in order to provide a 45 degree angle connection, between the proposed 12-inch sewer main (MH 33) and the proposed 15-inch sewer main (MH-14). This change will be hydraulically more efficient. (New Issue)





L64A-003A

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	35	At the time of Ministerial Review, please submit an approved soils report. (New Issue)
<input type="checkbox"/>	36	All proposed private water and sewer facilities located within a single lot are to be designed to meet the requirements of the California Uniform Plumbing Code and will be reviewed as part of the building permit plan check. (New Issue)
<input type="checkbox"/>	37	The Owner/Permittee shall design and construct all proposed public water and sewer facilities, in accordance with established criteria in the current edition of the City of San Diego Water and Sewer Facility Design Guidelines and City regulations, standards and practices. (New Issue)

TM Conditions:

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	43	The Subdivider shall grant adequate sewer easements, including vehicular access to each appurtenance for all public sewer facilities that are not located within fully improved public right-of-ways, satisfactory to the Public Utilities Director. Easements shall be located within single lots, when possible, and not split longitudinally. Vehicular access roadbeds shall be a minimum of 20 feet wide and surfaced with suitable approved material satisfactory to the Public Utilities Director and the City Engineer. (New Issue)
<input type="checkbox"/>	44	The Subdivider shall process encroachment maintenance and removal agreements (EMRA), for all acceptable encroachments into the sewer easement, including but not limited to structures, enhanced paving, or landscaping. No structures or landscaping of any kind shall be installed in or over any vehicular access roadway. (New Issue)
<input type="checkbox"/>	45	The Subdivider shall provide a 10 feet minimum (edge to edge) separation between the water and sewer mains, and provide a 5 feet minimum separation between the water main and face of curb, per the Water and Sewer Design Guide. (New Issue)
<input type="checkbox"/>	46	The Subdivider shall install fire hydrants at locations satisfactory to the Fire Marshal, the Public Utilities Director and the City Engineer. If more than two (2) fire hydrants or thirty (30) dwelling units are located on a dead-end water main then the Subdivider shall install a redundant water system satisfactory to the Public Utilities Director. (New Issue)
<input type="checkbox"/>	47	Prior to the recording of the Final Map, all public water and sewer facilities shall be complete and operational in a manner satisfactory to the Public Utilities Director and the City Engineer. (New Issue)



Cycle Issues



THE CITY OF SAN DIEGO
Development Services
1222 First Avenue, San Diego, CA 92101-4154

10/29/14 1:12 pm

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Review Information

Cycle Type: 63 Submitted (Multi-Discipline) **Submitted:** 08/21/2014 Deemed Complete on 08/21/2014
Reviewing Discipline: Fire-Plan Review **Cycle Distributed:** 08/21/2014
Reviewer: Sylvester, Brenda **Assigned:** 08/26/2014
(619) 446-5449 **Started:** 09/29/2014
bsylvester@sandiego.gov **Review Due:** 09/26/2014
Hours of Review: 1.00 **Completed:** 09/29/2014 **COMPLETED LATE**
Next Review Method: Submitted (Multi-Discipline) **Closed:** 10/29/2014

- . The review due date was changed to 10/15/2014 from 10/01/2014 per agreement with customer.
- . We request a 2nd complete submittal for Fire-Plan Review on this project as: Submitted (Multi-Discipline).
- . The reviewer has requested more documents be submitted.
- . Last month Fire-Plan Review performed 42 reviews, 73.8% were on-time, and 71.4% were on projects at less than < 3 complete submittals.

Fire Department Issues

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input checked="" type="checkbox"/>	1	No corrections or issues based on this submittal. (New Issue)





L64A-003A

Review Information

Cycle Type: 63 Submitted (Multi-Discipline)	Submitted: 08/21/2014	Deemed Complete on 08/21/2014
Reviewing Discipline: LDR-Landscaping	Cycle Distributed: 08/21/2014	
Reviewer: Spindell, Glenn (619) 446-5353 gspindell@sandiego.gov	Assigned: 08/21/2014	
	Started: 09/23/2014	
Hours of Review: 2.00	Review Due: 09/26/2014	
Next Review Method: Conditions	Completed: 10/02/2014	COMPLETED LATE
	Closed: 10/29/2014	

- . The review due date was changed to 10/15/2014 from 10/01/2014 per agreement with customer.
- . We request a 8th complete submittal for LDR-Landscaping on this project as: Conditions.
- . The reviewer has requested more documents be submitted.
- . Your project still has 11 outstanding review issues with LDR-Landscaping (1 of which are new issues).
- . The reviewer has not signed off 1 job.
- . Last month LDR-Landscaping performed 54 reviews, 74.1% were on-time, and 45.5% were on projects at less than < 3 complete submittals.

Draft Conditions

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
<input type="checkbox"/>	54	Prior to issuance of construction permits for grading; the Permittee or Subsequent Owner shall submit landscape construction documents for the re-vegetation and hydro-seeding of all disturbed land in accordance with the Land Development Manual, Landscape Standards; the Stone Creek Master Plan; and to the satisfaction of the Development Services Department. All plans shall be in substantial conformance to this permit (including Environmental conditions) and Exhibit "A." (From Cycle 18)
<input type="checkbox"/>	55	Prior to issuance of construction permits for public right-of-way improvements, the Permittee or Subsequent Owner shall submit complete landscape construction documents for right-of-way improvements to the Development Services Department for approval. Improvement plans shall take indicate an area equal to 40 square feet around each tree which is unencumbered by utilities. Driveways, utilities, drains, water and sewer laterals shall be designed so as not to prohibit the placement of street trees. (From Cycle 18)
<input type="checkbox"/>	56	Prior to issuance of any construction permits for buildings; the Permittee or Subsequent Owner shall submit complete landscape and irrigation construction documents consistent with the Land Development Manual, Landscape Standards and the Stone Creek Master Plan to the Development Services Department for approval. The construction documents shall be in substantial conformance with Exhibit "A," Landscape Development Plan, on file in the Office of the Development Services Department. (From Cycle 18)
<input type="checkbox"/>	57	Prior to issuance of any Certificate of Occupancy, it shall be the responsibility of the Permittee or Subsequent Owner to install all required landscape and obtain all required landscape inspections. A "No Fee" Street Tree Permit shall be obtained for the installation, establishment, and on-going maintenance of all street trees. (From Cycle 18)
<input type="checkbox"/>	58	The Permittee or Subsequent Owner shall maintain all landscape in a disease, weed and litter free condition at all times. Severe pruning or "topping" of trees is not permitted. The trees shall be maintained in a safe manner to allow each tree to grow to its mature height and spread. (From Cycle 18)
<input type="checkbox"/>	59	The Permittee or Subsequent Owner shall be responsible for the maintenance of all landscape improvements in the right-of-way consistent with the Land Development Manual, Landscape Standards unless long-term maintenance of said landscaping will be the responsibility of a Landscape Maintenance District or other approved entity. In this case, a Landscape Establishment Maintenance Agreement [LEMA] shall be submitted for review by a Landscape Planner. (From Cycle 18)
<input type="checkbox"/>	60	If any required landscape (including existing or new plantings, hardscape, landscape features, etc.) indicated on the approved construction document plans is damaged or removed during demolition or construction, the Permittee or Subsequent Owner is responsible to repair and/or replace any landscape in kind and equivalent size per the approved documents to the satisfaction of the Development Services Department within 30 days of damage or prior to issuance of a Certificate of Occupancy. (From Cycle 18)
<input type="checkbox"/>	61	Prior to issuance of construction permits for grading; the Permittee or Subsequent Owner shall ensure that all proposed landscaping, especially landscaping adjacent to native habitat and/or MHPA, shall not include exotic plant species that may be invasive to native habitats. Plant species found within the California Invasive Plant Council's (Cal-IPC) Invasive Plant Inventory and the prohibited plant species list found in "Table 1" of the Landscape Standards shall not be permitted. (From Cycle 18)
<input type="checkbox"/>	62	Prior to issuance of construction permits for grading; the Permittee or Subsequent Owner shall ensure that all existing, invasive plant species, including vegetative parts and root systems, shall be completely removed from the development area of the premises when the combination of species type, location, and surrounding environmental conditions provides a means for the species to invade other areas of native plant material that are on or off of the premises [LDC 142.0403(b)(2)]. (From Cycle 18)





L64A-003A

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
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<input type="checkbox"/>	63	Prior to issuance of any construction permits for buildings a water budget shall be provided in accordance with the Water Conservation Requirements-Section 142.0413, Table 142-041. An irrigation audit shall be submitted consistent with Section 2.7 of the Landscape Standards of the Land Development Manual. The Irrigation audit shall certify that all plants, irrigation systems, and landscape features have been installed and operate as approved by the Development Services Department prior to occupancy of use. (From Cycle 25)
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Tentative Map Conditions

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
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<input type="checkbox"/>	66	Prior to the recordation of the parcel, the subdivider shall submit complete landscape construction documents, including plans, details, and specifications (including a permanent automatic irrigation system unless otherwise approved), for the required right-of-way, slope revegetation and hydroseeding of all disturbed land in accordance with the Landscape Standards and to the satisfaction of the Development Services Department. The landscape construction documents shall be in substantial conformance with Exhibit "A", Landscape Development Plan on file in the Office of the Development Services (From Cycle 25)
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Review 092614

<u>Cleared?</u>	<u>Issue Num</u>	<u>Issue Text</u>
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<input checked="" type="checkbox"/>	68	No revisions required. (New Issue)
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THE CITY OF SAN DIEGO
PUBLIC UTILITIES

City of San Diego Water Conservation Program

#WNWwednesday Directions and Tips

Updated: November 5, 2014

Directions:

- 1) Change your Facebook profile picture on Wednesdays to the attached San Diegans Waste No Water graphic.
- 2) Post the weekly "San Diegans Waste No Water" tip. See the list of tips below.
- 3) Make sure to tag #WNWwednesday in every message.
- 4) Invite and challenge your friends and family to do the same.
- 5) Don't forget to like us on Facebook ([@SanDiegansWasteNoWater](https://www.facebook.com/SanDiegansWasteNoWater)).

Date	Tip
November 5, 2014	San Diego has a drought alert in effect. Water only 3 days per week. This #WNWwednesday, make sure you know your 3 assigned days. Residences with odd-numbered addresses (301 Drought Street), water only Sundays, Tuesdays, and Thursdays. For even-numbered addresses (500 Conservation Avenue), water only Saturdays, Mondays, and Wednesdays. For apartments, condos, and businesses, water only Mondays, Wednesdays, and Fridays. For a list of all water use restrictions, go to www.WasteNoWater.org
November 12, 2014	Water at the right times. This #WNWwednesday, make sure you know that you can water on your assigned days before 10 a.m. and after 4 p.m. for only 7 minutes when using a standard sprinkler system. For a list of all water use restrictions, go to www.WasteNoWater.org
November 19, 2014	It's #WNWwednesday. If you need to get your car cleaned, wash your car wisely. When you take your car to a car wash, use one that recycles water. When you wash your car at home, do it before 10 a.m. and after 4 p.m. using a bucket or a hose with a shut-off nozzle. For a list of all water use restrictions, go to www.WasteNoWater.org
November 26, 2014	This #WNWwednesday, we wanted to share with you a great tip to save water during holiday preparations. With the hustle and bustle for the holidays and guests in town, save time and water while you do chores. Run only full loads when using the dishwasher and clothes washer. For more ways to save, go to www.WasteNoWater.org

ALL WAYS. ALWAYS.

DROUGHT ALERT: MANDATORY WATER USE RESTRICTIONS START NOVEMBER 1, 2014

The City of San Diego has enacted a Drought Alert, which calls for specific additional mandatory water use restrictions to be enforced. These restrictions will help San Diego combat severe drought conditions existing statewide. We've been here before—and San Diegans responded impressively. However, current conditions require we increase our conservation efforts by complying with the following water use restrictions.

▶ WATER ONLY 3 DAYS PER WEEK	S	M	T	W	T	F	S
Residences with Odd-numbered Addresses <i>(example: 301 Drought Street)</i> Water ONLY on Sundays, Tuesdays & Thursdays	💧		💧		💧		
Residences with Even-numbered Addresses <i>(example: 500 Conservation Avenue)</i> Water ONLY on Mondays, Wednesdays & Saturdays		💧		💧			💧
Apartments, Condos & Businesses Water ONLY on Mondays, Wednesdays & Fridays		💧		💧		💧	

▶ WATER AT THE RIGHT TIMES

- ▶ **November 1 through May 31:**
Water between 4 pm–10 am for **ONLY 7 MINUTES** when using a standard sprinkler system.
- ▶ **June 1 through October 31:**
Water between 6 pm–10 am for **ONLY 10 MINUTES** when using a standard sprinkler system.

▶ WASH YOUR CAR WISELY

- ▶ When you take your car to a car wash, use one that recycles its water.
- ▶ When you wash your car at home, do it during the seasonal time-of-day watering times listed at left, using a bucket or a hose with a shut-off nozzle.

▶ TURN OFF FOUNTAINS

- ▶ Turn off ornamental fountains, except for maintenance purposes.

▶ FIX LEAKS

- ▶ Repair water leaks within 72 hours.

FREQUENTLY ASKED QUESTIONS

How long will the Drought Alert be in effect?

Because of the extreme drought conditions statewide and the uncertainty of future rainfall, the City of San Diego's Drought Alert restrictions do not have a planned end date. Water supplies will continue to be monitored and the Drought Alert will stay in effect for as long as the City deems necessary, based on projected water supplies. It will lift the restrictions only when the need for them has ended.

If I see an incident of water waste, how can I let the City know about it?



Download the
iPhone App



Download the
Android App

There are three ways to let us know about water waste incidents you see: a new smartphone app, email and phone. The City recently released a free "Waste No Water" app for smartphones such as iPhones and Androids. With this app, you can take a photo of a water waste incident and send it to the City's Water Conservation Team in the Public Utilities Department. They will follow up on your complaint to educate the customer on the restrictions. To get the app, use the QR codes provided here - or go to the iTunes App Store for iPhones or the PlayStore for Androids. Search for "waste no water" and download the app to your phone. If you prefer to notify the City via email or a telephone, send the information on your complaint to waterwaste@sandiego.gov or call (619) 533-5271.

Am I going to be fined immediately if I am not in compliance with these restrictions?

No, you will not be immediately fined. In implementing the Drought Alert restrictions, one of the City's primary goals is to educate water users on how to conserve water and avoid waste. If we receive a complaint about your water use, you will be notified by mail. Then, you will be given information about the restrictions and the opportunity and time to comply with them. If our efforts remain unresolved and the violation continues, the case could eventually be referred to a Code Enforcement Officer, who continues our efforts to gain your voluntary compliance by a certain date. If all efforts become exhausted, a fine may at that point be issued.

I'm already conserving water as a result of the last drought and permanent restrictions that were enacted. How can I possibly do more?

Conservation is a way of life for all San Diegans. To do more, you would be surprised how much additional water you can save with a few simple adjustments to your daily routines. First, during the Drought Alert, outside your home make sure to water only on your three assigned days each week, for only the amount of time allowed and at the time of day allowed. In fact, consider watering one less day per week and/or for fewer minutes per station than you are allowed to see additional water savings. Second, when planting new plants, select water-wise, drought-tolerant plants for your landscaping. Inside your home, set a 5-minute timer to remind yourself to take shorter showers and only wash full loads in the dish and clothes washers. Remember, there are always ways to save. These are just a few. For more ideas, visit WasteNoWater.org.



+ Before It Rains:

- ✓ Sign up for Alert San Diego notifications for all your telephone numbers.
- ✓ Make sure you know the safest routes to and from home should flooding occur.
- ✓ Create a family communication plan to stay in touch with loved ones.
- ✓ Protect your pets. Be sure they have proper identification (microchip).
- ✓ Have transportation ready for all larger animals under your responsibility.

+ When Rains Begin:

- ✓ Leave early if your property is in a flood zone. Water levels can rise fast once storms start so don't hesitate to move.
- ✓ Follow all instructions issued by public safety personnel.
- ✓ Take advantage of shelters and staging areas. There will be important resources available should they be established during storms.

+ Important Online Resources:

<http://www.sandiego.gov/ohs/emergencynotification/>

<http://www.sddac.com/docs/Livestock%20in%20disasters%20brochure.pdf>

<http://www.sddac.com/docs/Household%20Pets%20in%20Disasters.pdf>

<http://www.countynewscenter.com/news/protect-your-pet-part-disaster-preparedness>

<http://www.countynewscenter.com/news/county-rescuing-animals-threatened-fires>



City of San Diego, CA

2014 TOTAL COMPENSATION REPORT – REPRESENTED POLICE POSITIONS

November 6, 2014

FINAL REPORT

Document ID: 8032316v4

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November 6, 2014

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Executive Summary

Background

This report contains the results of the City of San Diego 2014 Total Compensation Study, which includes information on pay ranges, compensation policies, paid leave programs, and benefits offered to the City's represented police positions. Market data is effective as of July 1, 2014.

The primary objective of the study was to determine the City of San Diego's position for both pay and benefits among represented police ranks.

The 18 surveyed employers, listed below, reflect a combination of cities and counties identified by the City of San Diego.

- City of Anaheim, CA
- City of Bakersfield, CA
- City of Carlsbad, CA
- City of Chula Vista, CA
- City of El Cajon, CA
- City of Escondido, CA
- City of Fresno, CA
- City of Long Beach, CA
- City of Los Angeles, CA
- City of National City, CA
- City of Oakland, CA
- City of Oceanside, CA
- City of Riverside, CA
- City of Sacramento, CA
- City and County of San Francisco, CA
- City of San Jose, CA
- City of Santa Ana, CA
- County of San Diego, CA

The study includes eight (8) Police benchmark jobs. Since rank structures among the surveyed employers may not be consistent with City of San Diego's structure, the survey instrument contained job summaries to assist survey respondents with making job matches based on duties and qualifications rather than rank title. **Appendix A** shows the job summaries for each rank.

Most surveyed employers do not separate Police Officer into two classifications of entry and journey level. For the purposes of this study, surveyed employer Police Officer pay ranges are compared to the City of San Diego's Police Officer I pay range minimum through Police Officer II pay range maximum.

Represented Police Positions

- Police Recruit
- Police Officer I
- Police Officer II
- Police Officer III
- Police Detective
- Police Sergeant
- Police Lieutenant
- Police Captain

Summary of Findings

Pay Ranges

The City of San Diego’s market position for represented police personnel is shown in **Table 1**. The pay range minimums for each rank range from 74% to 91% of the market average. The pay range midpoints range from 78% to 90% of the market average. The pay range maximums range from 82% to 90% of the market average.

TABLE 1
REPRESENTED POLICE PERSONNEL MARKET POSITION
ACROSS ALL BENCHMARKS PAY ONLY

Police Benchmark Job	Count of Matches (out of 18, excluding San Diego)	City of San Diego’s Rank Amongst Surveyed Employers ¹ (including San Diego)	City of San Diego Pay Ranges as a Percent of the Market Average		
			Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Police Recruit	18	18 out of 19	74%	78%	82%
Police Officer I – II	18	19 out of 19	75%	83%	88%
Police Officer III	4	5 out of 5	88%	89%	90%
Police Detective	5	5 out of 6	85%	84%	84%
Police Sergeant	18	17 out of 19	82%	84%	86%
Police Lieutenant	18	16 out of 19	88%	88%	88%
Police Captain	18	15 out of 19	91%	90%	89%
Overall Market Average			85%	86%	87%

¹City of San Diego’s rank comparison is measured at the pay range midpoint.

Appendix B contains detailed data associated with each rank and each surveyed employer.

Table 4 shows details regarding the City of San Diego’s base pay ranking amongst the surveyed employers.

Total Compensation

On a total compensation basis, taking into consideration base pay, health benefit costs, and retirement plan contributions, the City of San Diego's market position is shown in **Table 2**.

To determine the total compensation costs for each surveyed employer, we calculated the sum of the following for each benchmark job:

- The calculated midpoint of the base pay range (average of the minimum and maximum base pay rates)
- Total employer costs for all health related benefits (medical, dental, and vision), weighted by City of San Diego's current enrollment distribution among coverage tiers in the City of San Diego's most populous medical plan (Kaiser HMO plan)
- The City of San Diego's total health benefit costs reflect the *average flex benefit allotment* for each benchmark job title
- The current normal costs associated with the defined benefit retirement plan, based on the most recent plan valuation
- Maximum employer contribution to both defined contribution and deferred compensation plans (including any employer match)

TABLE 2
MARKET POSITION ACROSS ALL BENCHMARKS TOTAL COMPENSATION

Police Benchmark Job	City of San Diego's Rank Amongst Surveyed Employers ^{1,2} (including San Diego)	Base Pay (Range Midpoint)	Employer Total Compensation Costs (Pay and Benefits)
Police Recruit	15 out of 16	78%	77%
Police Officer I – II	16 out of 16	83%	81%
Police Officer III	3 out of 3	89%	87%
Police Detective	5 out of 5	84%	83%
Police Sergeant	16 out of 16	84%	82%
Police Lieutenant	14 out of 16	88%	88%
Police Captain	13 out of 16	90%	90%

¹City of San Diego's rank comparison is measured at the pay range midpoint.

²Due to insufficient data, employer total compensation costs cannot be calculated for City of Carlsbad, City of El Cajon, and City of Los Angeles.

More details regarding the calculations above are shown in **Table 66**.

Table 67 shows details regarding the City of San Diego's total compensation ranking amongst the surveyed employers.

Study Findings

Pay Ranges

The City of San Diego’s market position for represented police personnel is shown in **Table 3**. The pay range minimums for each rank range from 74% to 91% of the market average. The pay range midpoints range from 78% to 90% of the market average. The pay range maximums range from 82% to 90% of the market average.

**TABLE 3
REPRESENTED POLICE PERSONNEL MARKET POSITION
ACROSS ALL BENCHMARKS PAY ONLY**

Police Benchmark Job	Count of Matches (out of 18, excluding San Diego)	City of San Diego’s Rank Amongst Surveyed Employers ¹ (including San Diego)	City of San Diego Pay Ranges as a Percent of the Market Average		
			Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Police Recruit	18	18 out of 19	74%	78%	82%
Police Officer I – II	18	19 out of 19	75%	83%	88%
Police Officer III	4	5 out of 5	88%	89%	90%
Police Detective	5	5 out of 6	85%	84%	84%
Police Sergeant	18	17 out of 19	82%	84%	86%
Police Lieutenant	18	16 out of 19	88%	88%	88%
Police Captain	18	15 out of 19	91%	90%	89%
Overall Market Average			85%	86%	87%

¹City of San Diego’s rank comparison is measured at the pay range midpoint.

Appendix B contains detailed data associated with each rank and each surveyed employer.

Table 4 shows details regarding the City of San Diego’s base pay ranking amongst the surveyed employers.

TABLE 4
BASE PAY MARKET RANKING

Police Benchmark Job	Base Pay (range midpoint)	Rank
Police Recruit		
City and County of San Francisco, CA	\$80,574	1
City of Anaheim, CA	\$76,097	2
City of San Jose, CA	\$66,955	3
City of Santa Ana, CA	\$66,168	4
City of Long Beach, CA	\$63,752	5
City of Carlsbad, CA	\$62,423	6
City of Los Angeles, CA	\$62,410	7
City of Oakland, CA	\$60,701	8
City of National City, CA	\$58,978	9
City of Escondido, CA	\$58,104	10
City of El Cajon, CA	\$56,306	11
City of Riverside, CA	\$54,696	12
City of Fresno, CA	\$54,012	13
City of Chula Vista, CA	\$51,820	14
City of Oceanside, CA	\$48,732	15
County of San Diego, CA - Sheriff's Office	\$47,362	16
City of Sacramento, CA	\$47,190	17
City of San Diego	\$46,228	18
City of Bakersfield, CA	\$45,662	19

Police Benchmark Job	Base Pay (range midpoint)	Rank
Police Officer I - II		
City and County of San Francisco, CA	\$96,369	1
City of San Jose, CA	\$91,229	2
City of Oakland, CA	\$85,751	3
City of Santa Ana, CA	\$80,430	4
City of Anaheim, CA	\$79,644	5
City of Long Beach, CA	\$79,278	6
City of Los Angeles, CA	\$76,672	7
City of Chula Vista, CA	\$74,496	8
City of Oceanside, CA	\$73,692	9
City of Carlsbad, CA	\$73,552	10
City of Escondido, CA	\$73,122	11
City of National City, CA	\$72,872	12
City of Riverside, CA	\$71,592	13
City of Fresno, CA	\$69,300	14
County of San Diego, CA - Sheriff's Office	\$68,665	15
City of El Cajon, CA	\$67,414	16
City of Sacramento, CA	\$65,887	17
City of Bakersfield, CA	\$64,625	18
City of San Diego	\$62,598	19

TABLE 4
BASE PAY MARKET RANKING

Police Benchmark Job	Base Pay (range midpoint)	Rank
Police Officer III		
City of National City, CA	\$85,825	1
City of Los Angeles, CA	\$82,362	2
City of Chula Vista, CA	\$82,032	3
City of Carlsbad, CA	\$77,231	4
City of San Diego	\$72,873	5
City of Anaheim, CA	--	--
City of Bakersfield, CA	--	--
City of El Cajon, CA	--	--
City of Escondido, CA	--	--
City of Fresno, CA	--	--
City of Long Beach, CA	--	--
City of Oakland, CA	--	--
City of Oceanside, CA	--	--
City of Riverside, CA	--	--
City of Sacramento, CA	--	--
City and County of San Francisco, CA	--	--
City of San Jose, CA	--	--
City of Santa Ana, CA	--	--
County of San Diego, CA - Sheriff's Office	--	--

Police Benchmark Job	Base Pay (range midpoint)	Rank
Police Detective		
City of Long Beach, CA	\$100,542	1
City of Los Angeles, CA	\$96,257	2
City of Chula Vista, CA	\$82,032	3
City of Riverside, CA	\$80,652	4
City of San Diego	\$72,873	5
City of Bakersfield, CA	\$72,058	6
City of Anaheim, CA	--	--
City of Carlsbad, CA	--	--
City of El Cajon, CA	--	--
City of Escondido, CA	--	--
City of Fresno, CA	--	--
City of National City, CA	--	--
City of Oakland, CA	--	--
City of Oceanside, CA	--	--
City of Sacramento, CA	--	--
City and County of San Francisco, CA	--	--
City of San Jose, CA	--	--
City of Santa Ana, CA	--	--
County of San Diego, CA - Sheriff's Office	--	--

TABLE 4
BASE PAY MARKET RANKING

Police Benchmark Job	Base Pay (range midpoint)	Rank
Police Sergeant		
City and County of San Francisco, CA	\$130,260	1
City of Anaheim, CA	\$122,699	2
City of Oakland, CA	\$121,214	3
City of San Jose, CA	\$110,198	4
City of Oceanside, CA	\$108,636	5
City of Los Angeles, CA	\$104,264	6
City of Long Beach, CA	\$100,542	7
City of Santa Ana, CA	\$99,216	8
City of Riverside, CA	\$95,466	9
City of Escondido, CA	\$95,316	10
County of San Diego, CA - Sheriff's Office	\$95,119	11
City of Chula Vista, CA	\$94,362	12
City of Carlsbad, CA	\$93,874	13
City of National City, CA	\$92,676	14
City of Bakersfield, CA	\$88,841	15
City of Sacramento, CA	\$86,087	16
City of San Diego	\$84,240	17
City of El Cajon, CA	\$83,772	18
City of Fresno, CA	\$83,538	19

Police Benchmark Job	Base Pay (range midpoint)	Rank
Police Lieutenant		
City and County of San Francisco, CA	\$148,746	1
City of Anaheim, CA	\$135,336	2
City of Santa Ana, CA	\$133,992	3
City of Oakland, CA	\$133,525	4
City of Riverside, CA	\$132,294	5
City of Oceanside, CA	\$131,850	6
City of San Jose, CA	\$127,608	7
City of Los Angeles, CA	\$122,681	8
City of Sacramento, CA	\$120,882	9
City of Long Beach, CA	\$119,280	10
City of Bakersfield, CA	\$116,789	11
City of National City, CA	\$116,518	12
City of Carlsbad, CA	\$113,800	13
City of Chula Vista, CA	\$113,242	14
City of Escondido, CA	\$109,626	15
City of San Diego	\$107,204	16
City of El Cajon, CA	\$104,624	17
City of Fresno, CA	\$102,402	18
County of San Diego, CA - Sheriff's Office	\$102,213	19

TABLE 4
BASE PAY MARKET RANKING

Police Benchmark Job	Base Pay (range midpoint)	Rank
Police Captain		
City and County of San Francisco, CA	\$187,954	1
City of Oakland, CA	\$162,696	2
City of Anaheim, CA	\$159,245	3
City of Santa Ana, CA	\$158,238	4
City of Oceanside, CA	\$156,228	5
City of Riverside, CA	\$153,144	6
City of Los Angeles, CA	\$148,468	7
City of San Jose, CA	\$147,701	8
City of Sacramento, CA	\$142,340	9
City of Chula Vista, CA	\$139,888	10
City of Carlsbad, CA	\$137,900	11
City of Escondido, CA	\$133,260	12
City of Long Beach, CA	\$132,882	13
City of Bakersfield, CA	\$129,992	14
City of San Diego	\$127,328	15
City of El Cajon, CA	\$120,151	16
City of Fresno, CA	\$118,218	17
County of San Diego, CA - Sheriff's Office	\$117,539	18
City of National City, CA	\$100,498	19

Compensation Policies

The survey document included questions related to the following pay policies and practices:

- Pay schedule adjustments for Fiscal Years 2014 through 2017
- Pay increases (step or merit increases) for Fiscal Years 2014 through 2017
- Shift differentials
- Standby or on-call pay
- Call-back pay
- Holiday pay
- Court time pay
- Overtime pay
- Incentive pay
- Special duty pay
- Pay supplements
- Longevity pay policies
- Hiring practices
- Signing bonuses

Tables 5 through 38 show the market study findings for these compensation policies and practices. Dashes (--) indicate that the surveyed employer does not offer the compensation policy.

**TABLE 5
PAY SCHEDULE ADJUSTMENTS FOR FISCAL YEARS 2014 THROUGH 2017**

Surveyed Employer	Police Rank	Contract Term	FY 2014	FY 2015	FY 2016	FY 2017
City of Anaheim, CA	Officer & Sergeant	01/04/2013 – 07/03/2015	4.00%	8.16%	--	--
	Lieutenant & Captain	07/01/2012 – 01/14/2016	0.00%	0.00%	--	--
City of Bakersfield, CA	Officer, Senior Officer, Detective	12/11/2013 – 06/30/2014	5.00%	2.50%	--	--
	Sergeant	07/01/2013 – 06/30/2015	3.50%	2.00%	--	--
	Lieutenant & Captain	07/01/2013 – 06/30/2015	3.50%	1.00%	--	--
City of Carlsbad, CA	Officer, Corporal, Sergeant	01/01/2013 – 12/31/2014	0.00%	--	--	--
	Lieutenant & Captain	01/01/2014 – 12/31/2015	0.00%	0.00%	--	--
City of Chula Vista, CA	Officer, Agent, Sergeant, Lieutenant	07/01/2005 – 06/30/2010 Extended: 06/30/2014	0.00%	--	--	--
	Captain	Unclassified, Senior Mgmt	3.02%	--	--	--
City of El Cajon, CA	Officer, Agent, Sergeant	07/01/2013 – 06/30/2015	NR	4.54%	--	--
	Lieutenant & Captain	07/01/2013 – 06/30/2015	NR	4.54%	--	--
City of Escondido, CA	Officer & Sergeant	01/01/2014 – 12/31/2016	2.50%	4.55%	2.00%	1.00%
	Lieutenant & Captain	Mgmt and Unclassified Salary Plan	0.00%	0.00%	--	--
City of Fresno, CA	Officer & Sergeant	06/30/2013 – 06/30/2015	0.00%	4.04%	--	--
	Lieutenant & Captain	06/30/2013 – 06/30/2015	0.00%	4.04%	--	--
City of Long Beach, CA	Officer & Lieutenant	10/1/2009 – 09/30/2014	1.00%	--	--	--
	Sergeant & Captain	10/1/2009 – 09/30/2014	0.00%	--	--	--
City of Los Angeles, CA	Officer, Detective, Sergeant, Lieutenant	07/01/2011 – 06/30/2014	4.05%	--	--	--
	Captain	07/01/2011 – 06/30/2014	4.05%	--	--	--
City of National City, CA	Officer, Corporal, Sergeant, Lieutenant	07/01/2011 – 06/30/2014	0.57%	0.56%	--	--
	Captain	Unrepresented Mgmt	NR	0.00%	--	--
City of Oakland, CA	Officer, Sergeant, Lieutenant, Captain	07/01/2006 – 06/30/2015	0.00%	4.04%	--	--
City of Oceanside, CA	Officer & Sergeant	02/19/2014 – 12/31/2014	0.00%	--	--	--
	Lieutenant & Captain	01/22/2014 – 12/31/2015	0.00%	0.00%	--	--

Surveyed Employer	Police Rank	Contract Term	FY 2014	FY 2015	FY 2016	FY 2017
City of Riverside, CA	Officer & Detective	07/01/2009 – 12/01/2014	0.00%	0.00%	--	--
	Sergeant	07/01/2009 – 12/01/2014	0.00%	0.00%	--	--
	Lieutenant & Captain	03/14/2014 – 03/14/2016	8.08%	0.00%	0.00%	--
City of Sacramento, CA	Officer	06/28/2014 – 06/23/2017	NR	3.00%	3.00%	3.00%
	Sergeant	06/28/2014 – 06/23/2017	NR	2.33%	2.33%	2.33%
	Lieutenant & Captain	06/16/2012 – 12/26/2014	0.00%	0.00%	--	--
City and County of San Francisco, CA	Officer, Inspector, Sergeant, Lieutenant, Captain	07/01/2007 – 06/30/2018	0.00%	0.00%	1.00%	2.00%
City of San Jose, CA	Officer, Sergeant, Lieutenant, Captain	07/1/2013 – 12/31/2015	4.00%	3.33%	3.33%	--
City of Santa Ana, CA	Officer & Sergeant	07/01/2013 – 06/30/2015	1.00%	0.00%	--	--
	Lieutenant & Captain	07/01/2008 – 06/30/2014	1.00%	--	--	--
County of San Diego, CA - Sheriff's Office	Deputy, Sergeant, Lieutenant, Captain	06/27/2014 – 06/21/2018	2.00%	1.00%	3.00%	2.00%
Market Average			1.58%	1.91%	2.09%	2.07%
City of San Diego, CA¹	Officer, Detective, Sergeant, Lieutenant, Captain	07/01/2013 – 06/30/2018	0.00%	0.00%	0.00%	0.00%

¹City of San Diego represented police positions received a 2% non-pensionable increase in FY14. They will receive non-pensionable increases of 1% in FY15, 2% in FY16, and 1% in FY17.

For classifications with a grade and step pay schedule, the average step increase is shown in **Table 6**. Please note that not all employees are eligible for a step increase each fiscal year. For classifications with an open range (no steps, minimum and maximum only), the average merit increase is shown in **Table 7**.

**TABLE 6
AVERAGE STEP INCREASE**

Surveyed Employer	Police Rank	Contract Term	Average Step Increase
City of Anaheim, CA	Officer & Sergeant	01/04/2013 – 07/03/2015	5.00%
	Lieutenant & Captain	07/01/2012 – 01/14/2016	5.00%
City of Bakersfield, CA	Officer, Senior Officer, Detective	12/11/2013 – 06/30/2014	5.06%
	Sergeant, Lieutenant, Captain	07/01/2013 – 06/30/2015	5.06%
City of Carlsbad, CA	Officer, Corporal, Sergeant	01/01/2013 – 12/31/2014	5.00%
City of Chula Vista, CA	Officer, Agent, Sergeant, Lieutenant	07/01/2005 – 06/30/2010 Extended: 06/30/2014	5.33%
City of El Cajon, CA	Officer, Agent, Sergeant	07/01/2013 – 06/30/2015	5.06%
	Lieutenant & Captain	07/01/2013 – 06/30/2015	5.06%
City of Escondido, CA	Officer & Sergeant	01/01/2014 – 12/31/2016	5.00%
City of Fresno, CA	Officer & Sergeant	06/30/2013 – 06/30/2015	4.97%
	Lieutenant & Captain	06/30/2013 – 06/30/2015	4.68%
City of Long Beach, CA	Officer, Sergeant, Lieutenant, Captain	10/1/2009 – 09/30/2014	5.75%
City of Los Angeles, CA	Officer, Detective, Sergeant, Lieutenant	07/01/2011 – 06/30/2014	2.38%
	Captain	07/01/2011 – 06/30/2014	1.53%
City of National City, CA	Officer, Corporal, Sergeant, Lieutenant	07/01/2011 – 06/30/2014	5.44%
City of Oakland, CA	Officer	07/01/2006 – 06/30/2015	7.09%
City of Oceanside, CA	Officer, Sergeant	02/19/2014 – 12/31/2014	6.18%
	Lieutenant & Captain	01/22/2014 – 12/31/2015	4.88%
City of Riverside, CA	Officer, Detective, Sergeant	07/01/2009 – 12/01/2014	5.00%
	Lieutenant & Captain	03/14/2014 – 03/14/2016	5.05%

Surveyed Employer	Police Rank	Contract Term	Average Step Increase
City of Sacramento, CA	Officer & Sergeant	06/28/2014 – 06/23/2017	5.00%
City and County of San Francisco, CA	Officer	07/01/2007 – 06/30/2018	5.68%
City of San Jose, CA	Officer, Sergeant, Lieutenant, Captain	07/1/2013 – 12/31/2015	5.00%
City of Santa Ana, CA	Officer & Sergeant	07/01/2013 – 06/30/2015	5.00%
	Lieutenant & Captain	07/01/2008 – 06/30/2014	5.00%
County of San Diego, CA - Sheriff's Office	Deputy, Sergeant, Lieutenant, Captain	06/27/2014 – 06/21/2018	4.73%
<i>Market Average</i>			4.96%
City of San Diego, CA	Officer, Detective, Sergeant, Lieutenant, Captain	07/01/2013 – 06/30/2018	4.78%

**TABLE 7
AVERAGE MERIT INCREASE**

Surveyed Employer	Police Rank	Contract Term	FY 2014	FY 2015	FY 2016	FY 2017
City of Carlsbad, CA	Lieutenant & Captain	01/01/2014 – 12/31/2015	0.00%	4.00%	3.50%	--
City of Chula Vista, CA	Captain	Unclassified, Senior Mgmt	0.00%	--	--	--
City of Escondido, CA	Lieutenant & Captain	Mgmt and Unclassified Salary Plan	NR	NR	--	--
City of National City, CA	Captain	Unrepresented Mgmt	NR	NR	--	--
City of Oakland, CA ¹	Sergeant, Lieutenant, Captain	07/01/2006 – 06/30/2015	0.00%	4.04%	--	--
City of Sacramento, CA	Lieutenant & Captain	06/16/2012 – 12/26/2014	NR	NR	--	--
City of San Francisco, CA ²	Inspector, Sergeant, Lieutenant, Captain	07/01/2007 – 06/30/2018	0.00%	0.00%	1.00%	2.00%
<i>Market Average</i>			<i>0.00%</i>	<i>2.68%</i>	<i>2.25%</i>	<i>2.00%</i>
City of San Diego, CA	--	--	--	--	--	--

¹City of Oakland, CA: Sergeant, Lieutenant, and Captain are paid at a flat rate. Pay increases reported are the same as the pay schedule adjustment.

²City of San Francisco, CA: Inspector, Sergeant, Lieutenant, and Captain are paid at a flat rate. Pay increases reported are the same as the pay schedule adjustment.

**TABLE 8
SHIFT DIFFERENTIAL FOR SECOND SHIFT**

Surveyed Employer	Second Shift Definition	Shift Differential Amount
City of Anaheim, CA	6:00pm to 6:00am (applies to 2 nd and 3 rd shift)	2% of base pay
City of Bakersfield, CA	--	--
City of Carlsbad, CA	--	--
City of Chula Vista, CA	Swing Shift:2.00pm to 12:00am	\$80 per pay period
City of El Cajon, CA	--	--
City of Escondido, CA	Swing Shift	2% of base pay
City of Fresno, CA	The majority of the regularly scheduled hours must fall between 5:00pm and 12:00am	\$160 per month
City of Long Beach, CA	--	--
City of Los Angeles, CA	--	--
City of National City, CA	Swing Shift:2:00pm to 12:00am	1% of base pay
City of Oakland, CA ¹	The majority of the regularly scheduled hours must fall between 5:00pm and 12:00am	6.25% of base pay
City of Oceanside, CA	Applies to 2 nd and 3 rd shift: 11:00pm to 7:00am (5day/8hr workweek) 8:30pm to 7:00am (4day/10hr workweek) 7:00pm to 7:00am (3day/12hr workweek)	3% of base pay
City of Riverside, CA ²	Swing Shift	\$18 per shift
City of Sacramento, CA	--	--
City and County of San Francisco, CA	Night Shift:6:00pm – 6:00am (applies to 2 nd and 3 rd shift)	6.25% of base pay
City of San Jose, CA	--	--
City of Santa Ana, CA	The majority of the regularly scheduled hours must fall between 5:00pm and 7:00am (applies to 2 nd and 3 rd shift)	Approximately 10% of base pay
County of San Diego, CA - Sheriff's Office	--	--
City of San Diego, CA	The majority of the regularly scheduled hours must fall after 6:00pm	3.8% of base pay

¹City of Oakland, CA: Sworn Police Personnel receiving the 2nd Shift Differential must not be a PSO or CRT and must be employed for more than 4 continuous years.

²City of Riverside, CA: Sworn Police Personnel must have at least 5 years of experience to receive swing shift pay.

**TABLE 9
SHIFT DIFFERENTIAL FOR THIRD SHIFT**

Surveyed Employer	Third Shift Definition	Shift Differential Amount
City of Anaheim, CA	6:00pm to 6:00am (applies to 2 nd and 3 rd shift)	2% of base pay
City of Bakersfield, CA	--	--
City of Carlsbad, CA	--	--
City of Chula Vista, CA	10:00pm to 8:00am (Mon – Thurs), 2:30pm to 3:00am (Fri - Sun), 6:30pm to 7:00am (Fri – Sun)	\$160 per pay period
City of El Cajon, CA	--	--
City of Escondido, CA	Graveyard Shift	4% of base pay
City of Fresno, CA	The majority of the regularly scheduled shift falls between 12:00am and 8:00am	\$240 per month
City of Long Beach, CA	--	--
City of Los Angeles, CA	--	--
City of National City, CA	Graveyard Shift:9:00pm to 7:00am	2% of base pay
City of Oakland, CA*	The majority of the regularly scheduled shift falls between 12:00am and 7:00am	8.25% of base pay
City of Oceanside, CA	Applies to 2 nd and 3 rd shift: 11:00pm to 7:00am (5day/8hr workweek) 8:30pm to 7:00am (4day/10hr workweek) 7:00pm to 7:00am (3day/12hr workweek)	3% of base pay
City of Riverside, CA**	Graveyard Shift	\$24 per shift
City of Sacramento, CA	--	--
City and County of San Francisco, CA	Night Shift:6:00pm – 6:00am (applies to 2 nd and 3 rd shift)	6.25% of base pay
City of San Jose, CA	--	--
City of Santa Ana, CA	The majority of the regularly scheduled hours must fall between 5:00pm and 7:00am (applies to 2 nd and 3 rd shift)	Approximately 10% of base pay
County of San Diego, CA - Sheriff's Office	--	--
City of San Diego, CA	The majority of the regularly scheduled hours must fall after 9:00pm	5.3% of base pay

¹City of Oakland, CA: Sworn Police Personnel receiving the 2nd Shift Differential must not be a PSO or CRT and must be employed for more than four continuous years.

²City of Riverside, CA: Sworn Police Personnel must have at least 5 years of experience to receive graveyard shift pay.

**TABLE 10
STANDBY OR ON-CALL TIME PAY**

Surveyed Employer	Standby or On-Call Time Definition	Standby or On-Call Time Pay
City of Anaheim, CA	An employee assigned to standby duty for purposes of being on-call to handle emergency situations arising at times other than during normal working hours	Minimum 2 hours of pay
City of Bakersfield, CA	Management designates standby pay Employee is to remain available to work at any time during specific hours outside of normal working hours	In addition to any call-back, \$40 for each 8-hour period on standby or fraction thereof
City of Carlsbad, CA	Incident Stand-by is defined as time in which an employee is required, by the Police Chief or designee, to remain at a place where the employee can reasonably expect to respond and arrive in a safe and expeditious manner taking only the time necessary to arrive at the Police Department or other designated location	In addition to any overtime or call-back, \$22 for each 24-hour period on standby or fraction thereof
City of Chula Vista, CA	Standby duty is defined as that period of time in addition to the employee's normal work week assignment during which the employee must remain at all times where he or she can be contacted by telephone or pager ready for callback to perform essential service within one 1 hour of notification	\$150 for each full bi-weekly period or fraction thereof
City of El Cajon, CA	NR	NR
City of Escondido, CA	NR	NR
City of Fresno, CA	--	--
City of Long Beach, CA	Officers must report within one hour of notification and not consume alcohol while on standby On-call personnel will receive pagers at the Department expense	1x base pay for 9 hours per week The Chief of police may consider a take home vehicle as compensation for standby pay in lieu of pay
City of Los Angeles, CA	Required to stand by and be available to report to duty within a designated period of time	1x base pay for every 6 hours on standby
City of National City, CA	--	--
City of Oakland, CA	Employee is placed on standby duty in writing by an authorized supervisor	\$1.00 per hour up to a maximum of 24 hours per day

**TABLE 10
STANDBY OR ON-CALL TIME PAY**

Surveyed Employer	Standby or On-Call Time Definition	Standby or On-Call Time Pay
	In the event an employee is called out to work during his/her standby period, the standby pay for that calendar day shall be reduced by the amount of overtime compensation paid for such work	
City of Oceanside, CA	--	--
City of Riverside, CA	Employees in a paid on-call status are required to promptly respond to the designated location and arrive within a reasonable period of time after being notified to respond. Employees must be able to arrive within 60 minutes of notification	4 hours at 1x base pay for each continuous 24 hours on-call
City of Sacramento, CA	Designated by Manager	\$30 per day up to \$210 per week, in addition to base pay
City and County of San Francisco, CA	Employees required to be on standby when normally off duty and to be instantly available to return to work to perform their duties	1x base pay for a minimum of 2 hours (regularly assigned work day) 1x base pay for a minimum of 3 hours (regularly scheduled day off)
City of San Jose, CA	Standby duty performed on a regularly assigned work day	2 hour minimum (before shift) 3 hour minimum (on day off)
City of Santa Ana, CA	Employees who are released from active duty but who are required by their department to leave notice where they can be reached and available to return to active duty when required by the department at any time other than their regularly scheduled working hours, shall be on standby duty	\$200 per week
County of San Diego, CA - Sheriff's Office	--	--
City of San Diego, CA	The department may require or request that an employee be available to return to work during off-duty hours. Employees must be available by phone or other electronic communication and able to return to work within 1 hour of request	1 day of discretionary leave (DL) for every 300 hours of non-court stand-by accrued 10 days maximum accrual of DL per fiscal year Up to 300 hours of DL may be carried over.

NR- No response

**TABLE 11
CALL-BACK TIME PAY**

Surveyed Employer	Call-Back Time Definition	Call-Back Time Pay
City of Anaheim, CA	Employee called out for emergency work	1.5x base pay
City of Bakersfield, CA	Employee directed to return to work to perform additional services after completion of regular work period	1.5x base pay; minimum of 3 hours
City of Carlsbad, CA	If an employee is required to return to his or her place of employment or other work location directed by the employer at a time that is not part of the employee's regularly scheduled work shift	1.5x base pay; minimum of 4 hours (Minimums shall not applicable to situations where the call back is contiguous with the commencement or end of the employee's regularly scheduled work shift)
City of Chula Vista, CA	Whenever an employee is called back to work after he she has left his or her work site and is required to return to work before the scheduled start of his or her next shift	\$50.00 pay differential, in addition to 1.5x base pay
City of El Cajon, CA	Reporting for duty outside of regularly scheduled shifts An unscheduled or unplanned event shall be defined as one in which less than 7 calendar days was provided	1.5x base pay; minimum of 2 hours Employees also compensated for the half-hour prior and the 1/2 hour after the call out at the overtime rate
City of Escondido, CA	Any time worked outside the scheduled work day that is not within the meaning of extended day	1.5x base pay; minimum of 3 hours
City of Fresno, CA	Any time worked prior to the beginning or immediately following a shift shall not be considered as call-back	1.5x base pay; minimum of 3 hours
City of Long Beach, CA	Employees who are called back to duty stations for other than non-court appearances	1.5x base pay for a minimum of 2 hours or 1 hour of travel time plus time worked, whichever is greater
City of Los Angeles, CA	Call-back pay	1x base pay or 1.5x base pay depending on the number of hours worked in the 28-day deployment period

**TABLE 11
CALL-BACK TIME PAY**

Surveyed Employer	Call-Back Time Definition	Call-Back Time Pay
City of National City, CA	Employee is required to return to work after completing a normal work day	1.5x base pay; minimum of 4 hours (If call-back occurs within 3 hours of the beginning of the employee's regular work period, then employee received 1.5x base pay for 1 hour more than the overtime hours worked)
City of Oakland, CA	Employee is called back to work after he/she has completed his/her regular shift and has left his/her place of employment	Minimum of 2.5 hours
City of Oceanside, CA	Employee is called back to work after he/she has left the worksite	1.5x base pay; minimum of 3 hours
City of Riverside, CA	If called in for a meeting on his/her day off	2 hour minimum (Police Sergeant)
City of Sacramento, CA	When the employee is called back to work from off the police facility prior to the start of his/her next regularly scheduled shift	1.5x base pay; minimum of 4 hours
City and County of San Francisco, CA	Employee called back following completion of work day and departure from workspace	Minimum of 3 hours
City of San Jose, CA	Called back after shift is over and employee has left the premises	Minimum of 3 hours
City of Santa Ana, CA	Employees who are on call during the their off-duty time due to their assignment and are called back to work, employees who are ordered back to work b/c of an emergency or unforeseen event, or employees that sign up for voluntary overtime	1.5x base pay for time worked and travel time (travel time will not be compensated if employee volunteers)
County of San Diego, CA - Sheriff's Office	The Court may subpoena an employee to appear in Court outside of regular working hours	3 hours minimum
City of San Diego, CA	An employee who has been released from work and has left the workplace and is called back to duty from home or any other non-work location	1.5x base pay; minimum of 4 hours, including travel

NR- No response

TABLE 12
HOLIDAY PAY FOR WORK ON REGULARLY SCHEDULED HOLIDAYS

Surveyed Employer	Regularly Scheduled Holiday Pay
City of Anaheim, CA	Employees have the option to receive additional pay equivalent to 10% of their regularly bi-weekly pay with an 8 hour reduction to their paid leave account, or no additional compensation and no reduction to paid leave account
City of Bakersfield, CA	2.5x base pay (Police supervisors receive straight time for the entire workday plus 1.5x base pay for actual time worked)
City of Carlsbad, CA	1x base pay (Employees scheduled to work on a holiday that desire the day off will utilize vacation or compensatory time off)
City of Chula Vista, CA	1.5x base pay
City of El Cajon, CA	1x base pay (Police personnel receive 12 vacation days per year in lieu of holidays)
City of Escondido, CA	1.5x base pay and 1x base pay or compensatory pay
City of Fresno, CA	Officers accrue 8 2/3 hours per month as holiday leave in lieu of holidays
City of Long Beach, CA	1x base pay (Employees receive 13 additional "holiday" days off per year in lieu of holidays)
City of Los Angeles, CA	1.5x base pay
City of National City, CA	1.5x base pay
City of Oakland, CA	2.5x base pay
City of Oceanside, CA	For employees working 3day/12hr shifts, additional 4 hours of straight time
City of Riverside, CA	1x base pay (Employees accrue 1 hour of holiday time credit for each hour worked)
City of Sacramento, CA	1x base pay (Employees scheduled to work on a holiday that desire the day off will utilize holiday credit)
City and County of San Francisco, CA	1.5x base pay
City of San Jose, CA	1x base pay
City of Santa Ana, CA	1x base pay
County of San Diego, CA - Sheriff's Office	1.5x base pay
City of San Diego, CA¹	1.5x base pay

¹City of San Diego, CA: Employees who work on the holiday also receive an additional 8 hours of straight pay.

TABLE 13
HOLIDAY PAY WORK ON FOR NON-REGULARLY SCHEDULED WORKDAY

Surveyed Employer	Non-Regularly Scheduled Holiday Pay
City of Anaheim, CA	Eligible for call-back pay (1.5x base pay rate, minimum of 2 hours)
City of Bakersfield, CA	1.5x base pay
City of Carlsbad, CA	Eligible for call-back pay (1.5x base pay, minimum of 4 hours)
City of Chula Vista, CA	1.5x base pay
City of El Cajon, CA	Eligible for call-back pay (1.5x base pay, minimum of 2 hours)
City of Escondido, CA	Eligible for call-back pay (1.5x base pay, minimum of 3 hours)
City of Fresno, CA	Officers accrue 8 2/3 hours per month as holiday leave in lieu of holidays
City of Long Beach, CA	Eligible for call-back pay (2 hours of overtime pay or 1 hour of travel time pay plus time worked, whichever is greater)
City of Los Angeles, CA	1.5x base pay
City of National City, CA	NR
City of Oakland, CA	2.5x base pay
City of Oceanside, CA	For employees working 3day/12hr shifts, additional 4 hours of straight time
City of Riverside, CA	Employees accrue 1 hour of holiday time credit for each hour worked
City of Sacramento, CA	If given less than 5 days of notice, then 1.5x base pay for hours worked plus 8 hours at 1x base pay
City and County of San Francisco, CA	Eligible for call-back pay (1.5x base pay, minimum of 3 hours)
City of San Jose, CA	Eligible for call-back pay (1.5x base pay, minimum of 3 hours)
City of Santa Ana, CA	Eligible for call-back pay (1.5x base pay including travel time)
County of San Diego, CA - Sheriff's Office	1.5x base pay
City of San Diego, CA	1.5x base pay or compensatory time for employees working a 10hr+ shift

NR- No response

TABLE 14
REPRESENTED POLICE PERSONNEL COURT TIME PAY

Surveyed Employer	Court Time Pay
City of Anaheim, CA	1x base pay; minimum of 2 hours of pay 1.5x base pay if called after 5:00pm (Emergency Call Out)
City of Bakersfield, CA	Minimum 3 hours compensation at the appropriate rate of pay
City of Carlsbad, CA	1.5x base pay; minimum of 4 hours (Off duty personnel)
City of Chula Vista, CA	Minimum of 3 hours of pay, including any travel time
City of El Cajon, CA	El Cajon Municipal Court: 30 mins of travel and prep time + minimum 2 hours overtime pay Superior Court: 1 hour travel and prep time + minimum 2 hours of overtime pay DMV telephonic hearings: minimum 2 hours overtime pay
City of Escondido, CA	1.5 x base pay; minimum of 4 hours (off duty personnel)
City of Fresno, CA	\$36 per day; minimum of 2 hours or 1.5x base pay
City of Long Beach, CA	Attendance at court is considered to be an official duty assignment; employees who are on call receive 1 hour of overtime; employees instructed to be in court who are not scheduled for a shift will receive 3 hours of overtime or actual time worked, whichever is greater
City of Los Angeles, CA	1.5x base pay; minimum of 4 hours (If court time is within 1 hour of the beginning of the employee's regular work period, then employee will receive 1.5x base pay for a minimum of 1 hour)
City of National City, CA	1.5x base pay; minimum of 2.5 hours 1.5x base pay; minimum of 4 hours (If employee is required to make a job-related court appearance on his/her scheduled day off)
City of Oakland, CA	1.5x base pay; minimum of 2.5 hours 1.5x base pay; minimum of 4 hours (If on day off)
City of Oceanside, CA	1.5x base pay; minimum of 3 hours (If employee is required to make a court appearance on a scheduled day off, during vacation, or on a holiday)
City of Riverside, CA	1.5x base pay; minimum of 2 hours
City of Sacramento, CA	Minimum of 4 hours (if subpoenaed on a day off to appear in court) Minimum of 2 hours (if subpoenaed before or after the employee's shift)
City and County of San Francisco, CA	1.5x base pay; minimum of 3 hours (If not scheduled to work) Premium pay will be rounded to the next hour, if court time is before the start of a scheduled shift
City of San Jose, CA	Minimum of 2 hours (before shift) Minimum of 3 hours (day off)
City of Santa Ana, CA	1.5x base pay; minimum of 2 hours (If employee is not scheduled to work) Travel time limited to 2 hours each way
County of San Diego, CA - Sheriff's Office	1.5x base pay; minimum of 3 hours
City of San Diego, CA	1.5x base pay; minimum of 4 hours

TABLE 15
OVERTIME PAY POLICIES – NON-EXEMPT

Surveyed Employer	When are Non-exempt Sworn Police Personnel eligible for overtime pay?	Do you offer compensatory time to Non-exempt Sworn Police Personnel?
City of Anaheim, CA	After 9 or 10 hours per day depending on shift assignment	Yes
City of Bakersfield, CA	After 40 hours per week	Yes
City of Carlsbad, CA	After 80 hours per pay period	Yes
City of Chula Vista, CA	After 80 hours in 14-day work period	Yes
City of El Cajon, CA	After 160 hours in 28 days	Yes
City of Escondido, CA	After 40 hours per week	Yes
City of Fresno, CA	After 8, 10, or 12 hours per day depending on shift assignment	Yes
City of Long Beach, CA	After 86 hours in 2-week period	NR
City of Los Angeles, CA	After 171 hours worked in a 28-day work period	Yes
City of National City, CA	After 80 hours in a biweekly period	Yes
City of Oakland, CA	After 171 hours in 28-day period	Yes
City of Oceanside, CA	After 10 or 12 hours per day depending on shift assignment	Yes
City of Riverside, CA	After 40 hours per week	Yes
City of Sacramento, CA	After 40 hours per week	Yes
City and County of San Francisco, CA	After 171 hours worked in a 28-day period	Yes
City of San Jose, CA	After 40 hours per week	Yes
City of Santa Ana, CA	After 40 hours in a 7-day work period	Yes
County of San Diego, CA - Sheriff's Office	After 85 hours per pay period	Yes
City of San Diego, CA	After 8 or 10 hours per day depending on shift assignment	Yes (Recruit, PO I-III, Detective, Sergeant only)

TABLE 16
OVERTIME PAY POLICIES - EXEMPT

Surveyed Employer	Do you pay any FLSA Exempt Police overtime pay or compensatory time?
City of Anaheim, CA	Yes, for special events when exempt employees serve as watch commanders and perform work normally assigned to non-exempt employees
City of Bakersfield, CA	No
City of Carlsbad, CA	No
City of Chula Vista, CA	No
City of El Cajon, CA	No
City of Escondido, CA	No
City of Fresno, CA	No
City of Long Beach, CA	No
City of Los Angeles, CA	No
City of National City, CA	No
City of Oakland, CA	No
City of Oceanside, CA	No
City of Riverside, CA	No
City of Sacramento, CA	No
City and County of San Francisco, CA	No
City of San Jose, CA	No
City of Santa Ana, CA	No
County of San Diego, CA - Sheriff's Office	No
City of San Diego, CA	No (Captain and Lieutenants only)

Incentive Pay

The survey included questions regarding four (4) different types of incentive based pay increases offered to Represented Police personnel:

- Tuition Reimbursement/Educational Incentive Pay
- Educational Attainment Pay
- P.O.S.T. Certification Incentive Pay
- Physical Fitness Incentive Pay

Most of the surveyed employers provide a base pay increase or supplemental pay to recognize educational or certification attainment (either a percentage increase or flat dollar supplement), and a few provide reimbursement for education costs. Details are shown in **Tables 17** through **19**.

Three (3) of the surveyed employers provide incentives related to physical fitness, as shown in **Table 20**.

TABLE 17
TUITION REIMBURSEMENT/EDUCATIONAL INCENTIVE PAY

Surveyed Employer	Tuition Reimbursement/ Educational Incentive?	Policy
City of Anaheim, CA	Yes	Reimbursement up to 75% of the employee's cost
City of Bakersfield, CA	Yes	Subject to approval
City of Carlsbad, CA	No	--
City of Chula Vista, CA	Yes	Employees are eligible to receive up to \$1,000 per fiscal year for professional enrichment
City of El Cajon, CA	Yes	\$750 per fiscal year
City of Escondido, CA	No	This benefit has been suspended since 2009
City of Fresno, CA	No	--
City of Long Beach, CA	Yes	\$375 reimbursement for 1-5.9 semester units \$375 reimbursement for 1-7.9 quarter units \$400 reimbursement for 6 or more semester units \$400 reimbursement for 8 or more quarter units \$120 reimbursement for Community College Total maximum reimbursement per fiscal year is \$800
City of Los Angeles, CA	No	--
City of National City, CA	Yes	\$2,000 per fiscal year
City of Oakland, CA	Yes	If the employee receives an A, then 100% of the course cost up to \$400; if the employee receives a B, then 75% of the course cost up to \$400; if the employee receives a C, then 50% of the course cost up to \$200
City of Oceanside, CA	Yes	\$2,000 per year
City of Riverside, CA	No	--
City of Sacramento, CA	Yes	\$1,500 per year
City and County of San Francisco, CA	Yes	\$500 per year maximum
City of San Jose, CA	Yes	\$300 per year maximum
City of Santa Ana, CA	Yes	\$1,500 per year maximum tuition reimbursement Costs of \$100 or less are 100% reimbursable Costs of over \$100 are 75% reimbursable
County of San Diego, CA - Sheriff's Office	Yes	\$2,284 per year
City of San Diego, CA	Yes	Employees will be reimbursed 100% of tuition and textbook/supplies fees up to \$1000 per fiscal year

TABLE 18
EDUCATIONAL ATTAINMENT INCENTIVE PAY

Surveyed Employer	Educational Attainment Pay?	Policy
City of Anaheim, CA	Yes	In addition to base pay, Lieutenant and Captains receive 2.5% for a Bachelor's degree or 5% for a Master's degree
City of Bakersfield, CA	No	--
City of Carlsbad, CA	Yes	Depending on years of service, educational incentive is either \$3,952 or \$5,668 per year for obtaining a degree
City of Chula Vista, CA	Yes	\$300 per month for a Bachelor's Degree \$350 per month for a Bachelor's Degree w/ Advanced/Supervisory POST \$400 per month for a Master's Degree or higher
City of El Cajon, CA	Yes	2.5% of base pay for Associates Degree 5% of base pay for Bachelor's Degree
City of Escondido, CA	Yes	1% of base pay for Associate's Degree 2% of base pay for a Bachelor's degree
City of Fresno, CA	Yes	3% of base pay for Bachelor's degree 5% of base pay for Master's/Doctorate
City of Long Beach, CA	Yes	\$200 per month for Associate's Degree \$375 per month for Bachelor's Degree \$475 per month for Master's Degree
City of Los Angeles, CA	No	--
City of National City, CA	No	--
City of Oakland, CA	Yes	1.5% of base pay for Associate's degree 4.5% of base pay for Bachelor's degree 5.5% of base pay for a Master's degree
City of Oceanside, CA	Yes	\$300 bonus for Associate's degree \$600 bonus for Bachelor's degree
City of Riverside, CA	No	--
City of Sacramento, CA	Yes	5% of base pay for Bachelor's degree
City and County of San Francisco, CA	No	--
City of San Jose, CA	No	--
City of Santa Ana, CA	Yes	Approximately 5% of base pay for Associate's degree Approximately 10% of base pay for Bachelor's degree Approximately 15% of base pay for Master's degree
County of San Diego, CA - Sheriff's Office	No	--
City of San Diego, CA	No	--

TABLE 19
P.O.S.T. CERTIFICATION INCENTIVE PAY

Surveyed Employer	P.O.S.T. Certification Incentive?	Policy
City of Anaheim, CA	Yes	10% above Police Officer for possession of an Intermediate POST or 12.5% for an Advanced POST
City of Bakersfield, CA	Yes	5% of base pay for Intermediate POST 10% of base pay for Advanced POST
City of Carlsbad, CA	Yes	\$180 per month for Intermediate POST certification \$312 per month for Advanced POST certification
City of Chula Vista, CA	Yes	\$200 per month for an Associate's Degree \$300 per month for an Advanced/Supervisory POST \$350 per month for an Advanced/Supervisory POST w/ Bachelor's
City of El Cajon, CA	Yes	3% of base pay for Intermediate POST 6% of base pay for Advanced POST
City of Escondido, CA	Yes	4% of base pay for Intermediate POST 5.25% of base pay for Advanced POST
City of Fresno, CA	Yes	4% of base pay for Intermediate POST 8% of base pay for Advanced POST 4% of base pay for Supervisory POST 9% of base pay for Management POST
City of Long Beach, CA	No	New employees are not eligible for POST incentive pay
City of Los Angeles, CA	Yes	1% of base pay for Intermediate POST 2% of base pay for Advanced POST
City of National City, CA	Yes	1.5% of base pay for Intermediate POST 3% of base pay for Advanced POST
City of Oakland, CA	Yes	1.5% of base pay for Intermediate POST 4.5% of base pay for Advanced POST
City of Oceanside, CA	Yes	\$208 per month for Intermediate POST \$277 per month for Advanced POST
City of Riverside, CA	Yes	7.5% of base pay for Intermediate POST 12.5% of base pay for Advanced POST
City of Sacramento, CA	Yes	5% of base pay for Intermediate POST 5% of base pay for Advanced POST
City and County of San Francisco, CA	Yes	4.0% of base pay for Intermediate POST 6.0% of base pay for Advanced POST
City of San Jose, CA	Yes	5.0% of base pay for POST

Surveyed Employer	P.O.S.T. Certification Incentive?	Policy
		7.5% of base pay for Advanced POST
City of Santa Ana, CA	No	--
County of San Diego, CA - Sheriff's Office	Yes	5% of base pay for Intermediate POST 7.5% of base pay for Advanced POST 10% of base pay for Management POST
City of San Diego, CA	Yes	6.0% of base pay for Intermediate POST 8.5% of base pay for Advanced POST

**TABLE 20
PHYSICAL FITNESS INCENTIVE PAY**

Surveyed Employer	Physical Fitness Incentive?	Policy
City of Anaheim, CA	No	--
City of Bakersfield, CA	No	--
City of Carlsbad, CA	No	--
City of Chula Vista, CA	No	--
City of El Cajon, CA	No	--
City of Escondido, CA	No	--
City of Fresno, CA	Yes	The Wellness Program provides for a monetary incentive for achieving goals and maintaining standards, the services of a health/fitness coordinator, individual consultations and screenings, and educational components
City of Long Beach, CA	No	--
City of Los Angeles, CA	No	--
City of National City, CA	No	--
City of Oakland, CA	No	--
City of Oceanside, CA	No	--
City of Riverside, CA	No	--
City of Sacramento, CA	Yes	Officers who participate will be eligible to use 60 minutes of paid time 2 days per week to use City fitness equipment
City and County of San Francisco, CA	Yes	Employees may receive additional days off
City of San Jose, CA	No	--
City of Santa Ana, CA	No	--
County of San Diego, CA - Sheriff's Office	No	--
City of San Diego, CA	No	--

Special Duty Pay

Table 21 shows a summary of the prevalence of each type of special duty pay for Represented Sworn Police personnel. More details are shown on **Tables 22** through **33**.

TABLE 21
SPECIAL DUTY PAY SUMMARY

Type	# of Surveyed Employers Offering (out of 18)	% of Surveyed Employers Offering	City of San Diego Offers?
K-9 Trainer Duty	3	17%	Yes
K-9 Officer Duty	16	89%	Yes
SWAT or Emergency Response	11	61%	Yes
Investigative or Detective Duty	8	44%	Yes
Field Training Officer	16	89%	Yes
Bilingual Skills	16	89%	Yes
Emergency Negotiator	1	6%	Yes
Harbor Unit	1	6%	Yes
Flight/Pilot Duty	7	39%	Yes
Accident Investigation Bureau	4	22%	Yes
Administrative Assignment	0	0%	Yes
Motorcycle Duty	13	72%	Yes

TABLE 22
K-9 TRAINER DUTY PAY

Surveyed Employer	K-9 Trainer Duty Pay? (Yes or No)	Policy
City of Anaheim, CA	No	--
City of Bakersfield, CA	No	--
City of Carlsbad, CA	No	--
City of Chula Vista, CA	No	--
City of El Cajon, CA	No	--
City of Escondido, CA	No	--
City of Fresno, CA	No	--
City of Long Beach, CA	No	--
City of Los Angeles, CA	Yes	Officer III paid on Schedule 5 Sergeant II paid on Schedule 8
City of National City, CA	No	--
City of Oakland, CA	No	--
City of Oceanside, CA	Yes	4 hours at 1.5x base pay per week for kenneling canine at home
City of Riverside, CA	Yes	15 hours at 1.5x base pay per month
City of Sacramento, CA	No	--
City and County of San Francisco, CA	No	--
City of San Jose, CA	No	--
City of Santa Ana, CA	No	--
County of San Diego, CA - Sheriff's Office	No	--
Count of Yes	3 out of 18	
City of San Diego, CA	Yes	3.5% of base pay

TABLE 23
K-9 OFFICER DUTY PAY

Surveyed Employer	K-9 Officer Duty Pay? (Yes or No)	Policy
City of Anaheim, CA	Yes	2.5% of base pay
City of Bakersfield, CA	Yes	5.0% of base pay
City of Carlsbad, CA	Yes	4 hours at 1.5x base pay per week for care and maintenance
City of Chula Vista, CA	Yes	3.5 hours at 1.5x base pay per week
City of El Cajon, CA	Yes	1.5x base pay for 30 mins per day, 7 days per week
City of Escondido, CA	Yes	1.5x base pay for 4 hours per week
City of Fresno, CA	Yes	City pays for Kennel in home, food, veterinarian costs, and supplies
City of Long Beach, CA	Yes	\$183.75 per pay period plus veterinarian costs
City of Los Angeles, CA	Yes	Officer III paid on Schedule 4 Sergeant II paid on Schedule 3
City of National City, CA	Yes	4% of base pay
City of Oakland, CA	Yes	1.5x of state minimum wage for 15 hours per month \$50 allowance per month for dog food and care
City of Oceanside, CA	No	--
City of Riverside, CA	Yes	15 hours at 1.5x base pay per month
City of Sacramento, CA	Yes	40% of time caring for the dog at 1.5x base pay
City and County of San Francisco, CA	Yes	5% of base pay for food, supplies, and veterinarian expenses
City of San Jose, CA	Yes	1 pay step increase
City of Santa Ana, CA	Yes	Approximately 5% of base pay
County of San Diego, CA - Sheriff's Office	No	Officer allowed 7 hours of release time per pay period to care for dog. The County pays for food and veterinarian expenses
Count of Yes	16 out of 18	
City of San Diego, CA	Yes	3.5% of base pay In addition to the City's regular uniform allowance, Canine Officers receive \$350 for initial purchase of uniform and a maintenance allowance of \$300 per fiscal year

**TABLE 24
SWAT TEAM OR EMERGENCY RESPONSE TEAM DUTY PAY**

Surveyed Employer	SWAT Team or Emergency Response Team Duty Pay? (Yes or No)	Policy
City of Anaheim, CA	Yes	5.0% of base pay
City of Bakersfield, CA	Yes	\$140.00 per month
City of Carlsbad, CA	No	--
City of Chula Vista, CA	No	--
City of El Cajon, CA	No	SWAT members receive an additional \$75 per year for uniforms and equipment
City of Escondido, CA	Yes	\$75.00 per month (Tactical Operations Unit)
City of Fresno, CA	Yes	\$275 per month
City of Long Beach, CA	No	--
City of Los Angeles, CA	Yes	Police Officer III paid on Schedule 4 Police Sergeant II paid on Schedule 8
City of National City, CA	Yes	3% of base pay
City of Oakland, CA	No	--
City of Oceanside, CA	Yes	5 hours at 1.5x base pay per month for physical and weapons training
City of Riverside, CA	Yes	1.5x base pay for Metro Team
City of Sacramento, CA	No	--
City and County of San Francisco, CA	Yes	5% of base pay
City of San Jose, CA	Yes	1 pay step increase
City of Santa Ana, CA	No	--
County of San Diego, CA - Sheriff's Office	Yes	5% of base pay (Corporal)
Count of Yes	11 out of 18	
City of San Diego, CA	Yes	3.5% of base pay In addition to the City's regular uniform allowance, SWAT Officers receive \$400 for initial purchase of uniform and a maintenance allowance of \$300 per fiscal year

**TABLE 25
INVESTIGATIVE OR DETECTIVE DUTY PAY**

Surveyed Employer	Investigative or Detective Duty Pay? (Yes or No)	Policy
City of Anaheim, CA	Yes	5.0% of base pay
City of Bakersfield, CA	No	--
City of Carlsbad, CA	No	--
City of Chula Vista, CA	No	--
City of El Cajon, CA	No	--
City of Escondido, CA	Yes	5.0% of base pay
City of Fresno, CA	Yes	\$275 per month
City of Long Beach, CA	Yes	Police Officers, Corporals, Sergeants, and Lieutenants assigned to the Detective Bureau will receive \$300 per month
City of Los Angeles, CA	Yes	1% of base pay
City of National City, CA	No	--
City of Oakland, CA	No	--
City of Oceanside, CA	No	--
City of Riverside, CA	No	--
City of Sacramento, CA	Yes	5.5% of base pay
City and County of San Francisco, CA	No	--
City of San Jose, CA	No	--
City of Santa Ana, CA	Yes	Approximately 2.5% of base pay
County of San Diego, CA - Sheriff's Office	Yes	5.0% of base pay
Count of Yes	8 out of 18	
City of San Diego, CA	Yes	5.0% of base pay (Sergeants only)

NR- No response

**TABLE 26
FIELD TRAINING OFFICER DUTY PAY**

Surveyed Employer	Field Training Officer Duty Pay? (Yes or No)	Policy
City of Anaheim, CA	Yes	5.0% of base pay
City of Bakersfield, CA	No	--
City of Carlsbad, CA	Yes	\$20 for each work shift in which an employee is engaged in a training function
City of Chula Vista, CA	Yes	\$4.00 per hour when an employee is engaged in a training function
City of El Cajon, CA	Yes	Employees who serve 3 scheduled shifts within 2 months qualify for an extra \$175 per month
City of Escondido, CA	Yes	5.0% of base pay
City of Fresno, CA	Yes	\$500 per month
City of Long Beach, CA	Yes	Police Officers and Corporals assigned by Chief of Police to be FTOs shall receive 10% of the current to step of Police Officer or Corporal for each hour worked in that assignment
City of Los Angeles, CA	No	--
City of National City, CA	Yes	3.0% of base pay
City of Oakland, CA	Yes	7.5% of base pay
City of Oceanside, CA	Yes	6 hours at 1x base pay per week
City of Riverside, CA	Yes	Compensatory time of 1.25 hours per 10 hours of training
City of Sacramento, CA	Yes	9.5% of base pay
City and County of San Francisco, CA	Yes	\$550 per pay period (Officer), \$400 per pay period (Supervisor), \$125 per pay period (Station Coordinator)
City of San Jose, CA	Yes	1 base pay increase
City of Santa Ana, CA	Yes	Approximately 2.5% of base pay
County of San Diego, CA - Sheriff's Office	Yes	5.0% of base pay (Corporal)
Count of Yes	16 out of 18	
City of San Diego, CA	Yes	5.0% of base pay while performing duties as a trainer In addition to the City's regular uniform allowance, Core Instructors receive \$200 for initial purchase of uniform and a maintenance allowance of \$100 per fiscal year

**TABLE 27
BILINGUAL SKILLS PAY**

Surveyed Employer	Bilingual Skills Pay? (Yes or No)	Policy
City of Anaheim, CA	Yes	2.5% of base pay (street level), 5.0% of base pay (complex level), 7.5% of base pay (court certified)
City of Bakersfield, CA	Yes	\$40.00 biweekly
City of Carlsbad, CA	Yes	\$40.00 per pay period for performance of Spanish bilingual skills
City of Chula Vista, CA	Yes	\$200 per month for regular use of bilingual skills Must complete a Bilingual Performance Examination
City of El Cajon, CA	Yes	\$60 per month
City of Escondido, CA	Yes	Verbal skills: \$200 per month, Written skills: \$75 per month
City of Fresno, CA	Yes	\$100 per month
City of Long Beach, CA	Yes	Additional \$0.80 per hour
City of Los Angeles, CA	No	New employees will not receive bilingual pay Employees hired before 1/1/2010 receive 2.75% of base pay
City of National City, CA	Yes	3% of base pay (Officer and Corporal) 2% of base pay (Lieutenant and Sergeant)
City of Oakland, CA	Yes	\$25 per pay period \$50 per pay period (If assignment is comprised of at least 50% non-English speaking members of the public)
City of Oceanside, CA	Yes	\$1.73 per hour Must pass bilingual exam in Spanish or Samoan
City of Riverside, CA	Yes	3% of base pay
City of Sacramento, CA	Yes	\$20 per pay period Employee must be certified
City and County of San Francisco, CA	Yes	\$35 biweekly
City of San Jose, CA	Yes	\$29 biweekly
City of Santa Ana, CA	Yes	\$40 to \$175 per month, based on proficiency (Non-Sworn Officers) 5% to 10% of base pay, based on proficiency (Sworn Officers)
County of San Diego, CA - Sheriff's Office	Yes	\$32.30 biweekly
Count of Yes	16 out of 18	
City of San Diego, CA	Yes	3.5% of base pay

TABLE 28
EMERGENCY NEGOTIATOR PAY

Surveyed Employer	Emergency Negotiator Pay? (Yes or No)	Policy
City of Anaheim, CA	No	--
City of Bakersfield, CA	No	--
City of Carlsbad, CA	No	--
City of Chula Vista, CA	No	--
City of El Cajon, CA	No	--
City of Escondido, CA	No	--
City of Fresno, CA	No	--
City of Long Beach, CA	No	--
City of Los Angeles, CA	No	--
City of National City, CA	No	--
City of Oakland, CA	No	--
City of Oceanside, CA	No	--
City of Riverside, CA	Yes	1.5x base pay for Hostage Negotiation Team
City of Sacramento, CA	No	--
City and County of San Francisco, CA	No	--
City of San Jose, CA	No	--
City of Santa Ana, CA	No	--
County of San Diego, CA - Sheriff's Office	No	--
Count of Yes	1 out of 18	
City of San Diego, CA	Yes	3.5% of base pay

**TABLE 29
HARBOR UNIT PAY**

Surveyed Employer	Harbor Unit Pay? (Yes or No)	Policy
City of Anaheim, CA	No	--
City of Bakersfield, CA	No	--
City of Carlsbad, CA	No	--
City of Chula Vista, CA	No	--
City of El Cajon, CA	No	--
City of Escondido, CA	No	--
City of Fresno, CA	No	--
City of Long Beach, CA	Yes	\$350 per month (Police Officers, Corporals, Sergeants, and Lieutenants assigned to the Port Security Unit)
City of Los Angeles, CA	No	--
City of National City, CA	No	--
City of Oakland, CA	No	--
City of Oceanside, CA	No	--
City of Riverside, CA	No	--
City of Sacramento, CA	No	--
City and County of San Francisco, CA	No	--
City of San Jose, CA	No	--
City of Santa Ana, CA	No	--
County of San Diego, CA - Sheriff's Office	No	--
Count of Yes	1 out of 18	
City of San Diego , CA	Yes	4.0% of base pay In addition to the City's regular uniform allowance, Harbor Patrol and Beach Enforcement Officers receive \$350 for initial purchase of uniform and a maintenance allowance of \$150 per fiscal year

**TABLE 30
FLIGHT/PILOT DUTY PAY**

Surveyed Employer	Flight/Pilot Duty Pay? (Yes or No)	Policy
City of Anaheim, CA	Yes	5.0% of base pay in addition to 2.5% for special assignment pay
City of Bakersfield, CA	No	--
City of Carlsbad, CA	No	--
City of Chula Vista, CA	No	--
City of El Cajon, CA	No	--
City of Escondido, CA	No	--
City of Fresno, CA	Yes	20.5% of base pay for Chief Pilot
City of Long Beach, CA	Yes	\$575 per month (Helicopter Pilot) \$275 per month (Helicopter Observer)
City of Los Angeles, CA	Yes	Tactical Flight Officers and Helicopter Pilots are eligible for Hazard pay at Schedules 7-12 (schedule assignment based on rank)
City of National City, CA	No	--
City of Oakland, CA	Yes	5.0% of base pay (Helicopter Unit Pilot or Pilot Trainee)
City of Oceanside, CA	No	--
City of Riverside, CA	No	--
City of Sacramento, CA	No	--
City and County of San Francisco, CA	No	--
City of San Jose, CA	Yes	\$250,000 life insurance policy Standby pay when ordered
City of Santa Ana, CA	No	--
County of San Diego, CA - Sheriff's Office	Yes	7.5% of base pay (employees with less than 5 years of service) 12.5% of base pay (employees with more than 5 years of service)
Count of Yes	7 out of 18	
City of San Diego, CA	Yes	11.5% of base pay (Primary Pilot) 3.5% of base pay (Air Support Trainers)

NR- No response

TABLE 31
ACCIDENT INVESTIGATION PAY

Surveyed Employer	Accident Investigation Pay? (Yes or No)	Policy
City of Anaheim, CA	No	--
City of Bakersfield, CA	No	--
City of Carlsbad, CA	No	--
City of Chula Vista, CA	No	--
City of El Cajon, CA	No	--
City of Escondido, CA	No	--
City of Fresno, CA	No	--
City of Long Beach, CA	Yes	\$300 per month (Police Officers, Corporals, Sergeants, and Lieutenants assigned to the Accident Investigation Detail)
City of Los Angeles, CA	Yes	Police Officer III is eligible for Special Pay at Schedule 4
City of National City, CA	No	--
City of Oakland, CA	No	--
City of Oceanside, CA	No	--
City of Riverside, CA	Yes	Shift differential applies to officers assigned to Accident Investigation
City of Sacramento, CA	No	--
City and County of San Francisco, CA	No	--
City of San Jose, CA	No	--
City of Santa Ana, CA	No	--
County of San Diego, CA - Sheriff's Office	Yes	5% of base pay (Detective)
<i>Count of Yes</i>	<i>4 out of 18</i>	
City of San Diego, CA	Yes	4.0% of base pay Must complete POST Reconstruction class

TABLE 32
ADMINISTRATIVE ASSIGNMENT PAY

Surveyed Employer	Administrative Assignment Pay? (Yes or No)	Policy
City of Anaheim, CA	No	--
City of Bakersfield, CA	No	--
City of Carlsbad, CA	No	--
City of Chula Vista, CA	No	--
City of El Cajon, CA	No	--
City of Escondido, CA	No	--
City of Fresno, CA	No	--
City of Long Beach, CA	No	--
City of Los Angeles, CA	No	--
City of National City, CA	No	--
City of Oakland, CA	No	--
City of Oceanside, CA	No	--
City of Riverside, CA	No	--
City of Sacramento, CA	No	--
City and County of San Francisco, CA	No	--
City of San Jose, CA	No	--
City of Santa Ana, CA	No	--
County of San Diego, CA - Sheriff's Office	No	--
<i>Count of Yes</i>	<i>0 out of 18</i>	
City of San Diego, CA	Yes	5.0% of base pay (for Sergeants)

NR- No response

**TABLE 33
MOTORCYCLE DUTY PAY**

Surveyed Employer	Motorcycle Duty Pay? (Yes or No)	Policy
City of Anaheim, CA	Yes	5.0% of base pay
City of Bakersfield, CA	Yes	2 hours of pay per week; additional \$100 per year for uniforms
City of Carlsbad, CA	No	--
City of Chula Vista, CA	Yes	2 hours at 1.5x base pay per week for maintenance of motorcycle
City of El Cajon, CA	No	--
City of Escondido, CA	No	Helmet, motorcycle pants, gloves, and boots provided by the City
City of Fresno, CA	Yes	\$275 per month; City provides safety equipment
City of Long Beach, CA	Yes	\$350 per month converted to a percentage of top step Police Officer base hourly rate.
City of Los Angeles, CA	Yes	Motorcycle Hazard pay at Schedules 4-11 (schedule assignment based on rank)
City of National City, CA	Yes	4% of base pay (Officer, Corporal, and Sergeant)
City of Oakland, CA	Yes	5% of base pay
City of Oceanside, CA	Yes	4 to 6 hours at 1x base pay per week
City of Riverside, CA	Yes	3% of base pay
City of Sacramento, CA	No	--
City and County of San Francisco, CA	Yes	\$414 per month for employees below the rank of Captain
City of San Jose, CA	Yes	1 pay step increase
City of Santa Ana, CA	No	--
County of San Diego, CA - Sheriff's Office	Yes	7.5% of base pay and 4 hours of release time for maintenance All motorcycle safety gear provided by the County
Count of Yes	13 out of 18	
City of San Diego, CA	Yes	3.5% of base pay In addition to the City's regular uniform allowance, Motorcycle Officers receive \$725 for initial purchase of uniform and a maintenance allowance of \$425 per fiscal year

Pay Supplements

**TABLE 34
UNIFORM AND EQUIPMENT ALLOWANCE/PAY**

Surveyed Employer	Uniform and Equipment Allowance/Pay Policy?	Policy
City of Anaheim, CA	Yes	Uniforms and Equipment are provided by the City
City of Bakersfield, CA	Yes	\$1,300 per year
City of Carlsbad, CA	Yes	\$700 per year period for purchasing and maintenance
City of Chula Vista, CA	Yes	Uniforms and Equipment are provided \$300 per year Cleaning Allowance
City of El Cajon, CA	Yes	\$775 per year
City of Escondido, CA	Yes	\$800 per year
City of Fresno, CA	Yes	\$1,200 per year
City of Long Beach, CA	Yes	\$500 for firearm (upon completion of training) Uniforms are replaced at the discretion of the Police Chief on a fair wear-and tear or damaged basis
City of Los Angeles, CA	Yes	\$1,025 per year
City of National City, CA	Yes	\$350 initial allowance for uniforms; \$750 uniform allowance per year
City of Oakland, CA	Yes	\$400 initial allowance for uniforms
City of Oceanside, CA	Yes	\$700 per year
City of Riverside, CA	No	Uniforms and Equipment are provided by the City
City of Sacramento, CA	Yes	\$910 per year Employees authorized to purchase a new bullet proof vest will received a voucher with a maximum value of \$729
City and County of San Francisco, CA	Yes	\$820 per year
City of San Jose, CA	Yes	\$731 per year
City of Santa Ana, CA	No	--
County of San Diego, CA - Sheriff's Office	Yes	\$1,000 per year
Count of Yes	17 out of 18	
City of San Diego, CA	Yes	\$900 per year for regular Police Officers Special Duty Officers receive the regular annual uniform allowance, an initial purchase allowance ranging from \$200 to \$800, and additional maintenance allowances ranging from \$100 to \$425 per fiscal year

Longevity Pay

**TABLE 35
LONGEVITY PAY BY YEARS OF SERVICE**

Surveyed Employer	10	11	12	13	14	15	16	17	18	19	20	21	25
City of Anaheim, CA	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Bakersfield, CA	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Carlsbad, CA	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Chula Vista, CA ¹	--	--	--	--	--	3%	3%	3%	3%	3%	3%	3%	3%
City of El Cajon, CA	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Escondido, CA ²	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
City of Fresno, CA	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Long Beach, CA ³	5%	5%	5%	5%	5%	10.25%	10.25%	10.25%	10.25%	10.25%	10.25%	10.25%	10.25%
City of Los Angeles, CA ⁴	\$2,422	\$2,422	\$2,422	\$2,422	\$2,422	\$4,865	\$4,865	\$4,865	\$4,865	\$4,865	\$7,287	\$7,287	\$7,287
City of National City, CA ⁵	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Oakland, CA ⁶	\$1,475	\$1,475	\$1,475	\$1,475	\$1,475	\$1,675	\$1,675	\$1,675	\$1,675	\$1,675	\$1,875	\$1,875	\$1,875
City of Oceanside, CA ⁷	--	--	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
City of Riverside, CA	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Sacramento, CA ⁸	--	--	--	--	--	--	--	--	--	--	\$100	\$300	\$300
City and County of San Francisco, CA ⁹	--	--	--	--	--	--	--	--	--	--	--	--	2%
City of San Jose, CA	--	--	--	--	--	--	--	--	--	--	--	--	--
City of Santa Ana, CA	--	--	--	--	--	--	--	--	--	--	--	--	--
County of San Diego, CA – Sheriff	--	--	--	--	--	--	--	--	--	--	--	--	--
City of San Diego, CA	--	--	--	--	--	--	--	--	--	--	--	--	--

¹City of Chula Vista, CA: Captain is not eligible for longevity pay. Officer, Agent, Sergeant, Lieutenant receive a 3% increase in their base pay when they have 15 or more years of service.

²City of Escondido, CA: Police Officers move from Step 6 to Step 7 after 10 years of service. Longevity pay does not apply to other ranks.

³City of Long Beach, CA: Police Officers receive a 5% increase in their base pay when they have 10 years of service and an additional 5% increase when they have 15 years of service. Longevity pay does not apply to other ranks.

⁴City of Los Angeles, CA: Longevity pay applies only to Police Officer ranks.

⁵City of National City, CA: Longevity pay is only available to employees hired on or before June 30, 2011.

⁶City of Oakland, CA longevity pay begins at 7 years of service and applies to all ranks.

⁷City of Oceanside, CA: Longevity pay applies only to Police Officer and Sergeant ranks.

⁸City of Sacramento, CA: Longevity pay applies to all ranks.

⁹City and County of San Francisco, CA: Longevity pay of 2% at 23 years of service and an additional 4% (total of 6%) at 30 years of service applies to all ranks.

**TABLE 36
LONGEVITY MAXIMUM**

Surveyed Employer	Maximum Annual Longevity Amount	Years to Maximum	Longevity pay included as covered compensation for pensions?
City of Anaheim, CA	--	--	--
City of Bakersfield, CA	--	--	--
City of Carlsbad, CA	--	--	--
City of Chula Vista, CA	3%	15	Yes
City of El Cajon, CA	--	--	--
City of Escondido, CA	5%	10	Yes
City of Fresno, CA	--	--	--
City of Long Beach, CA	10.25%	15	NR
City of Los Angeles, CA	\$7,287	20	Yes
City of National City, CA ¹	--	--	--
City of Oakland, CA	\$1,875	20	Yes
City of Oceanside, CA	\$3,000	12	No
City of Riverside, CA	--	--	--
City of Sacramento, CA	\$300	25	No
City and County of San Francisco, CA	6%	30	Yes
City of San Jose, CA	--	--	--
City of Santa Ana, CA	--	--	--
County of San Diego, CA - Sheriff's Office	--	--	--
City of San Diego, CA	--	--	--

¹City of National City, CA: Longevity pay is only available to employees hired on or before June 30, 2011.

Hiring Practices

**TABLE 37
POLICE RECRUITS HIRED ABOVE MINIMUM**

Surveyed Employer	Can Police Recruits be hired above the minimum of their pay scale?	Policy
City of Anaheim, CA	Yes	May be hired above minimum of salary schedule
City of Bakersfield, CA	Yes	It is customary to hire at Step 1, but there are 5 steps within the Trainee pay range
City of Carlsbad, CA	NR	NR
City of Chula Vista, CA	Yes	May be hired at Step A (minimum) or Step B (5.0% above minimum)
City of El Cajon, CA	Yes	The City has the right to establish the entry level salary for probationary Police Officers at a level deemed appropriate for recruitment purposes
City of Escondido, CA	No	--
City of Fresno, CA	No	--
City of Long Beach, CA	No	--
City of Los Angeles, CA	Yes	May be hired up to Step 4, based on education and/or experience
City of National City, CA	Yes	Depends on their qualifications
City of Oakland, CA	Yes	May be hired up to Step 3; City Administrator may approve hiring above Step 3
City of Oceanside, CA	Yes	Discretionary
City of Riverside, CA	--	Flat rate for Police Recruit
City of Sacramento, CA	Yes	Police Recruits typically hired at Step 1, but City Manager or designee may approve hiring at any step in the range
City and County of San Francisco, CA	Yes	Employees are rarely hired above the minimum Hiring above minimum allowed in cases of additional certification and for lateral hires
City of San Jose, CA	No	--
City of Santa Ana, CA	Yes	May be hired up to Step C
County of San Diego, CA - Sheriff's Office	Yes	May be hired above minimum, based on years of experience
City of San Diego, CA	Yes	Police Recruits are typically hired at Step D

**TABLE 38
SIGNING BONUSES**

Surveyed Employer	Do you offer signing bonuses? (Yes or No)	Policy
City of Anaheim, CA	No	--
City of Bakersfield, CA	No	--
City of Carlsbad, CA	No	--
City of Chula Vista, CA	Yes	New hires who come from another public law enforcement agency with external law enforcement experience will receive lateral incentive pay of \$1,000 for each full year of external experience for up to five (5) years of experience or a maximum of \$5,000
City of El Cajon, CA	No	--
City of Escondido, CA	No	--
City of Fresno, CA	No	--
City of Long Beach, CA	No	--
City of Los Angeles, CA	No	--
City of National City, CA	No	--
City of Oakland, CA	No	--
City of Oceanside, CA	No	--
City of Riverside, CA	No	--
City of Sacramento, CA	No	--
City and County of San Francisco, CA	Yes	Lateral Hires receive a \$5,000 signing bonus that is paid within 30 days after the employee's successful completion of the FTO program
City of San Jose, CA	NR	NR
City of Santa Ana, CA	No	--
County of San Diego, CA - Sheriff's Office	Yes	\$1,000 per year of experience, up to \$5,000
City of San Diego, CA	No	--

NR = No Response

Paid Leave

The survey included questions related to paid time off, including:

- Vacation time accrual, including cash out policies
- Paid sick leave accrual
- Bereavement leave
- Holidays and personal days

Details about each surveyed employer's paid leave policies are shown in **Tables 39** through **45**.

TABLE 39
TYPE OF PAID LEAVE PROGRAM

Surveyed Employer	Traditional Leave or Paid Time Off (PTO)
City of Anaheim, CA	Paid Time Off (PTO)
City of Bakersfield, CA	Traditional Leave
City of Carlsbad, CA	Traditional Leave
City of Chula Vista, CA	Traditional Leave
City of El Cajon, CA	Traditional Leave
City of Escondido, CA	Traditional Leave
City of Fresno, CA	Traditional Leave
City of Long Beach, CA	Traditional Leave
City of Los Angeles, CA	Traditional Leave
City of National City, CA	Traditional Leave
City of Oakland, CA	Traditional Leave
City of Oceanside, CA	Traditional Leave
City of Riverside, CA	Traditional Leave
City of Sacramento, CA	Traditional Leave
City and County of San Francisco, CA	Traditional Leave
City of San Jose, CA	Traditional Leave
City of Santa Ana, CA	Traditional Leave
County of San Diego, CA - Sheriff's Office	Traditional Leave
City of San Diego, CA	Paid Time Off (PTO)

**TABLE 40
PTO/VACATION ACCRUAL**

Surveyed Employer	Vacation Days Accrued per Year, by Years of Service										
	>1	1	3	5	10	12	15	20	25	30	30+
City of Anaheim, CA	21	21	21	23	25	25	27	27	29	31	31
City of Bakersfield, CA	10	10	10	15	15	15	20	20	20	20	20
City of Carlsbad, CA	10	10	10	10	15	17	19	20	20	20	20
City of Chula Vista, CA	10	10	10	15	20	20	25	25	25	25	25
City of El Cajon, CA	10	10	10	10	15	15	15	20	20	20	20
City of Escondido, CA	10	10	10	14	18	18	23	23	23	23	23
City of Fresno, CA	9	9	9	9	10	11	11	12	14	16	18
City of Long Beach, CA	12	12	12	15	15	16	17	20	20	20	20
City of Los Angeles, CA	15	15	16	16	24	24	24	24	24	25	25
City of National City, CA	19	19	19	23	23	23	27	27	27	27	27
City of Oakland, CA	15	15	15	15	15	18	20	20	25	25	25
City of Oceanside, CA	10	10	10	10	15	17	20	25	25	25	25
City of Riverside, CA	10	10	10	15	20	20	20	20	20	20	20
City of Sacramento, CA	14	14	14	14	14	17	17	17	17	17	17
City and County of San Francisco, CA	10	10	10	10	15	15	15	20	20	20	20
City of San Jose, CA	10	10	10	10	15	18	23	23	23	23	23
City of Santa Ana, CA	10	10	15	15	18	19	20	25	25	25	25
County of San Diego, CA - Sheriff's Office	10	10	10	15	15	15	20	20	20	20	20
<i>Market Average</i>	12	12	12	14	17	18	20	22	22	22	22
City of San Diego, CA	14	14	14	14	18	18	18	22	22	22	22
Difference	2	2	2	0	1	0	-2	0	0	0	0

City of San Diego has a paid time off program, which does not offer separate sick leave. The majority of surveyed employers have a traditional leave program with separate sick leave accrual, as shown in **Table 41**.

**TABLE 41
OTHER PAID LEAVE DAYS PER YEAR**

Surveyed Employer	Sick Days	Holidays	Personal/Floating Days
City of Anaheim, CA	Included in PTO	10	Included in PTO
City of Bakersfield, CA	12	13	--
City of Carlsbad, CA	12	12	1
City of Chula Vista, CA	12	7	5
City of El Cajon, CA	12	12	2
City of Escondido, CA ¹	12	10	0.5
City of Fresno, CA ²	8	12	2
City of Long Beach, CA	12	9	4
City of Los Angeles, CA	12	9	--
City of National City, CA	10	10	4
City of Oakland, CA	12	12	1
City of Oceanside, CA	12	9	--
City of Riverside, CA	10	11	--
City of Sacramento, CA ³	12	14	3
City and County of San Francisco, CA	13	11	4
City of San Jose, CA ⁴	12	--	--
City of Santa Ana, CA	12	11	1
County of San Diego, CA - Sheriff's Office	13	11	2
<i>Market Average</i>	12	11	2
City of San Diego, CA	Included in PTO	10	1

¹City of Escondido, CA Floating Holiday Pay: The City provides four (4) hours of Holiday Pay in lieu of the past practice of granting an informal hour (4) hours off during the holiday season. This additional Holiday pay is added to the employee's Floating Holiday Bank each year during the first pay period in October.

²City of Fresno: Members shall accrue eight and two-thirds hours per month as holiday leave in lieu of the recognized Holidays.

³City of Sacramento, CA sworn police personnel must have 10 years of service to qualify for the 3 personal days per year.

⁴City of San Jose, CA: All classifications represented by the POA receive a 5.623% special pay adjustment in lieu of holiday benefits.

The total paid leave for each surveyed employer, which includes vacation, sick leave, holidays, and personal days is shown in **Table 42**. City of San Diego has a paid time off program, which does not offer separate sick leave. The majority of surveyed employers have a traditional leave program with separate sick leave accrual.

**TABLE 42
TOTAL PAID LEAVE**

Surveyed Employer	Total Paid Leave Days per Year, by Years of Service										
	>1	1	3	5	10	12	15	20	25	30	30+
City of Anaheim, CA	31	31	31	33	35	35	37	37	39	41	41
City of Bakersfield, CA	35	35	35	40	40	40	45	45	45	45	45
City of Carlsbad, CA	35	35	35	35	40	42	44	45	45	45	45
City of Chula Vista, CA	34	34	34	39	44	44	49	49	49	49	49
City of El Cajon, CA	36	36	36	36	41	41	41	46	46	46	46
City of Escondido, CA	33	33	33	37	41	41	46	46	46	46	46
City of Fresno, CA	31	31	31	31	32	33	33	34	36	38	40
City of Long Beach, CA	37	37	37	40	40	41	42	45	45	45	45
City of Los Angeles, CA	36	36	37	37	45	45	45	45	45	46	46
City of National City, CA	43	43	43	47	47	47	51	51	51	51	51
City of Oakland, CA	40	40	40	40	40	43	45	45	50	50	50
City of Oceanside, CA	31	31	31	31	36	38	41	46	46	46	46
City of Riverside, CA	31	31	31	36	41	41	41	41	41	41	41
City of Sacramento, CA	43	43	43	43	43	46	46	46	46	46	46
City and County of San Francisco, CA	38	38	38	38	43	43	43	48	48	48	48
City of San Jose, CA	22	22	22	22	27	30	35	35	35	35	35
City of Santa Ana, CA	34	34	39	39	42	43	44	49	49	49	49
County of San Diego, CA - Sheriff's Office	36	36	36	41	41	41	46	46	46	46	46
<i>Market Average</i>	35	35	35	37	40	41	43	44	45	45	45
City of San Diego, CA	25	25	25	25	29	29	29	33	33	33	33
Difference	-10	-10	-10	-12	-11	-12	-14	-11	-12	-12	-12

TABLE 43
BEREAVEMENT LEAVE DAYS PER YEAR

Surveyed Employer	Bereavement Leave	Policy
City of Anaheim, CA	3 or 1	Bereavement leave of 3 consecutive work shifts for “immediate family” or a maximum of 1 work shift for other family members
City of Bakersfield, CA	--	Bereavement leave taken from sick leave
City of Carlsbad, CA	3	Bereavement leave of 3 shifts of paid time off for the death of an employee’s family member
City of Chula Vista, CA	8	Employees may use accumulated sick leave, compensatory time, or floating holidays for bereavement leave of up to 5 calendar days plus 3 days travel time
City of El Cajon, CA	3	Bereavement leave is 3 days per year. Employees may use up to an additional 2 days of sick leave for bereavement leave
City of Escondido, CA	5	Employees may use sick leave and, if needed, an additional 5 days for bereavement leave
City of Fresno, CA	4	Bereavement leave allows for 4 days per incident
City of Long Beach, CA	3	Employees are granted up to 3 days of paid bereavement leave, with the possibility of using up to 3 sick days when death appears imminent
City of Los Angeles, CA	3	Bereavement leave is 3 days per incident
City of National City, CA	--	Employees may use sick leave for bereavement leave
City of Oakland, CA	5	Upon approval of the department head or his/her designated representative, an employee may be granted family death leave up to an amount not to exceed forty (40) hours. Such leave shall not be charged against vacation or sick leave. In order to be eligible for family death leave, an employee must have worked full time for the City for a period of three (3) consecutive months
City of Oceanside, CA	3	A permanent employee is eligible to take 3 days leave of absence on account of the death of a member of the employee’s immediate family – spouse, registered domestic partner, children, step children, foster children, grandparents, parents, step parents, and siblings
City of Riverside, CA	5 or 1	Bereavement leave of 1 week for a spouse, children, or parent. Bereavement leave of 1 day for grandparents or grandchildren
City of Sacramento, CA	3	Sick leave can be used for additional bereavement leave

**TABLE 43
BEREAVEMENT LEAVE DAYS PER YEAR**

Surveyed Employer	Bereavement Leave	Policy
City and County of San Francisco, CA	--	Bereavement leave taken from sick leave
City of San Jose, CA	5	Each full-time employee is granted bereavement leave with full pay for a period of 40 work hours to attend the customary obligations arising from the death of a parent, spouse, child, sibling, grandparent, great grandparent, grandchildren, domestic partner, an in-laws
City of Santa Ana, CA	3	Employee is granted up to 3 days leave without loss of pay in case of death of a member of the employee's immediate family
County of San Diego, CA - Sheriff's Office	3	Bereavement leave is paid leave which is available to an employee at the time of death or funeral of a member of the employee's immediate family
City of San Diego, CA	5	Bereavement leave of up to five (5) days upon the death of an employee's spouse, father, mother, brother, sister, son, daughter, or state-registered domestic partner

TABLE 44
VACATION AND SICK LEAVE ACCUMULATION

Surveyed Employer	Maximum Accrual	
	Unused Vacation/PTO	Unused Sick
City of Anaheim, CA	2x annual accrual	Included in PTO
City of Bakersfield, CA	552 hours	960 hours
City of Carlsbad, CA	320 hours	Unlimited
City of Chula Vista, CA	2x annual accrual	Unlimited
City of El Cajon, CA	480 hours	40 hours
City of Escondido, CA ¹	235 – 528 hours	Unlimited
City of Fresno, CA ²	280 or 360 hours	Unlimited
City of Long Beach, CA ³	1x annual accrual	Unlimited
City of Los Angeles, CA	2x annual accrual	800 hours
City of National City, CA	3x annual accrual	Unlimited
City of Oakland, CA	Unlimited	480 hours
City of Oceanside, CA	300 hours	Unlimited
City of Riverside, CA	2x annual accrual	Unlimited
City of Sacramento, CA	112 hours	Unlimited
City and County of San Francisco, CA	400 hours	130 hours
City of San Jose, CA	2x annual accrual	Unlimited
City of Santa Ana, CA ⁴	240 of 320 hours	1,600 hours
County of San Diego, CA - Sheriff's Office	2x annual accrual	Unlimited
City of San Diego, CA	350 hours	Included in PTO

¹City of Escondido, CA: Maximum vacation accrual varies by years of service. Police personnel may not accumulate more than 30 months of vacation credit.

²City of Fresno, CA: For police personnel with less than 15 years of service, maximum vacation accrual is 280 hours. For police personnel with more than 15 years of service, maximum vacation accrual is 360 hours.

³City of Long Beach, CA: Vacation must be used by the end of the calendar year and will not be cashed-out unless authorized by Police Chief.

⁴City of Santa Ana, CA: For police personnel with less than 20 years of service, maximum vacation accrual is 240 hours. For police personnel with more than 20 years of service, maximum vacation accrual is 320 hours

**TABLE 45
VACATION CASH-OUT**

Surveyed Employer	Vacation/PTO Leave		
	At End of Year	At Termination	At Retirement
City of Anaheim, CA	2x annual accrual	175 hours	2x annual accrual
City of Bakersfield, CA	552 hours	552 hours	552 hours
City of Carlsbad, CA	160 hours	Unlimited	Unlimited
City of Chula Vista, CA	40 hours	Unlimited	Unlimited
City of El Cajon, CA	80 hours	Unlimited	Unlimited
City of Escondido, CA	Unlimited	Unlimited	Unlimited
City of Fresno, CA	--	Unlimited	Unlimited
City of Long Beach, CA ¹	--	Unlimited	Unlimited
City of Los Angeles, CA	--	Unlimited	Unlimited
City of National City, CA	64 hours	Unlimited	Unlimited
City of Oakland, CA	80 hours	47 hours	NR
City of Oceanside, CA	--	Unlimited	Unlimited
City of Riverside, CA ²	Unlimited	NR	NR
City of Sacramento, CA	40 hours	NR	NR
City and County of San Francisco, CA	NR	NR	NR
City of San Jose, CA	--	Unlimited	Unlimited
City of Santa Ana, CA	NR	NR	NR
County of San Diego, CA - Sheriff's Office	--	Unlimited	Unlimited
City of San Diego, CA	125 hours	Unlimited	Unlimited

NR = No Response

¹City of Long Beach, CA: Vacation must be used by the end of the calendar year and will not be cashed-out unless authorized by Police Chief.

²City of Riverside, CA: If an employee has more than 2 years of accumulated and unused vacation, the excess vacation accrual, as of pay period beginning February 17, 2012, will be paid off in cash on an hour-for-hour basis at the employee's regular hourly rate.

Health Benefits

The City of San Diego’s most populous medical plan is the Kaiser HMO plan. Almost all of the surveyed employers offer an HMO medical plan, as shown in **Table 46**.

**TABLE 46
HMO HEALTH PLAN SUMMARY**

Surveyed Employer	Offer HMO?	Included in Medical Premium?		
		Prescription Benefits	Dental Benefits	Vision Benefits
City of Anaheim, CA	Yes	Yes	No	Yes
City of Bakersfield, CA	Yes	Yes	No	Yes
City of Carlsbad, CA	Yes	Yes	No	No
City of Chula Vista, CA	Yes	Yes	No	No
City of El Cajon, CA	Yes	Yes	No	No
City of Escondido, CA	Yes	Yes	No	No
City of Fresno, CA ¹	No	--	Yes	Yes
City of Long Beach, CA	Yes	Yes	No	No
City of Los Angeles, CA	Yes	Yes	No	Yes
City of National City, CA	Yes	Yes	No	Yes
City of Oakland, CA	Yes	Yes	No	No
City of Oceanside, CA	Yes	Yes	No	No
City of Riverside, CA	Yes	Yes	No	Yes
City of Sacramento, CA	Yes	Yes	No	No
City and County of San Francisco, CA	Yes	Yes	No	No
City of San Jose, CA	Yes	Yes	No	No
City of Santa Ana, CA	Yes	Yes	No	No
County of San Diego, CA - Sheriff's Office	Yes	Yes	No	No
City of San Diego, CA	Yes	Yes	No	No

¹City of Fresno, CA: An HMO plan is not offered. PPO plan monthly cost is shown in the following tables.

TABLE 47
TOTAL MONTHLY HEALTH COST (MEDICAL, PRESCRIPTION, DENTAL, AND VISION)

Surveyed Employer	Employer Cost (\$)				Employee Cost (\$)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Anaheim, CA ¹	\$583	--	\$1,161	\$1,635	\$106	--	\$200	\$302
City of Bakersfield, CA ¹	\$383	--	\$771	\$1,141	\$95	--	\$193	\$285
City of Carlsbad, CA ¹	\$648	--	\$975	\$1,186	\$0	--	\$317	\$511
City of Chula Vista, CA	\$513	\$1,286	\$1,020	\$1,286	\$28	\$99	\$53	\$99
City of El Cajon, CA ¹	NR	--	NR	NR	NR	--	NR	NR
City of Escondido, CA	\$482	--	\$921	\$1,282	\$26	--	\$93	\$182
City of Fresno, CA ²	\$867	\$867	\$867	\$867	\$217	\$217	\$217	\$217
City of Long Beach, CA	\$1,257	--	\$1,257	\$1,257	\$208	--	\$233	\$258
City of Los Angeles, CA ¹	\$599	--	\$1,111	\$1,245	\$0	--	\$17	\$70
City of National City, CA ¹	\$474	--	\$767	\$1,072	\$39	--	\$258	\$396
City of Oakland, CA ¹	\$865	--	\$1,594	\$2,031	\$0	--	\$0	\$0
City of Oceanside, CA ¹	\$698	--	\$1,162	\$1,314	\$0	--	\$144	\$361
City of Riverside, CA ¹	\$480	--	\$850	\$1,122	\$120	--	\$345	\$537
City of Sacramento, CA	\$696	\$1,243	\$883	\$1,243	\$68	\$782	\$636	\$782
City and County of San Francisco, CA	\$630	\$1,542	\$1,260	\$1,542	\$5	\$262	\$15	\$262
City of San Jose, CA	\$548	\$1,293	\$1,293	\$1,293	\$97	\$238	\$232	\$238
City of Santa Ana, CA	\$1,269	--	\$1,269	\$1,269	\$159	--	\$232	\$274
County of San Diego, CA - Sheriff's Office	\$442	\$944	\$658	\$944	\$171	\$792	\$569	\$792
<i>Market Average</i>	\$673	\$1,196	\$1,048	\$1,278	\$79	\$398	\$221	\$327
City of San Diego, CA	\$400	\$761	\$877	\$1,141	\$46	\$88	\$92	\$219

Includes cost for medical, prescription drugs, dental, and vision programs.

¹Surveyed Employer does not offer an Employee + Children plan tier.

²Total Monthly Health Cost includes PPO monthly cost, since an HMO plan is not offered.

TABLE 48
TOTAL MONTHLY HEALTH COST-SHARING (MEDICAL, PRESCRIPTION, DENTAL, AND VISION)

Surveyed Employer	Employer Cost-Sharing (%)				Employee Cost-Sharing (%)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Anaheim, CA ¹	85%	--	85%	84%	15%	--	15%	16%
City of Bakersfield, CA ¹	80%	--	80%	80%	20%	--	20%	20%
City of Carlsbad, CA ¹	100%	--	75%	70%	0%	--	25%	30%
City of Chula Vista, CA	95%	93%	95%	93%	5%	7%	5%	7%
City of El Cajon, CA ¹	NR	--	NR	NR	NR	--	NR	NR
City of Escondido, CA	95%	--	91%	88%	5%	--	9%	12%
City of Fresno, CA ²	80%	80%	80%	80%	20%	20%	20%	20%
City of Long Beach, CA	86%	--	84%	83%	14%	--	16%	17%
City of Los Angeles, CA ¹	100%	--	98%	95%	0%	--	2%	5%
City of National City, CA ¹	92%	--	75%	73%	8%	--	25%	27%
City of Oakland, CA ¹	100%	--	100%	100%	0%	--	0%	0%
City of Oceanside, CA ¹	100%	--	89%	78%	0%	--	11%	22%
City of Riverside, CA ¹	80%	--	71%	68%	20%	--	29%	32%
City of Sacramento, CA	91%	61%	58%	61%	9%	39%	42%	39%
City and County of San Francisco, CA	99%	85%	99%	85%	1%	15%	1%	15%
City of San Jose, CA	85%	84%	85%	84%	15%	16%	15%	16%
City of Santa Ana, CA	89%	--	85%	82%	11%	--	15%	18%
County of San Diego, CA - Sheriff's Office	72%	54%	54%	54%	28%	46%	46%	46%
<i>Market Average</i>	90%	76%	83%	80%	10%	24%	17%	20%
City of San Diego, CA	90%	90%	91%	84%	10%	10%	9%	16%

Includes cost for medical, prescription drugs, dental, and vision programs.

¹Surveyed Employer does not offer an Employee + Children plan tier.

²Total Monthly Health Cost includes PPO monthly cost, since an HMO plan is not offered.

Tables 49 and 50 show the costs and cost-sharing arrangements for medical plans only. Monthly costs have been rounded to the nearest dollar.

**TABLE 49
HMO PLAN MONTHLY COST**

Surveyed Employer	Employer Cost (\$)				Employee Cost (\$)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Anaheim, CA ¹	\$558	--	\$1,122	\$1,579	\$73	--	\$141	\$208
City of Bakersfield, CA ¹	\$349	--	\$702	\$1,025	\$87	--	\$176	\$256
City of Carlsbad, CA ^{1,2}	\$592	--	\$975	\$1,186	\$0	--	\$209	\$354
City of Chula Vista, CA	\$499	\$1,253	\$998	\$1,253	\$0	\$0	\$0	\$0
City of El Cajon, CA ^{1,3}	\$592	--	\$950	\$950	\$0	--	\$234	\$590
City of Escondido, CA	\$439	--	\$878	\$1,239	\$18	--	\$36	\$54
City of Fresno, CA ⁴	\$867	\$867	\$867	\$867	\$217	\$217	\$217	\$217
City of Long Beach, CA ¹	\$1,136	--	\$1,136	\$1,136	\$208	--	\$233	\$258
City of Los Angeles, CA ¹	\$523	--	\$1,035	\$1,169	\$0	--	\$0	\$47
City of National City, CA ¹	\$468	--	\$767	\$1,072	\$0	--	\$170	\$253
City of Oakland, CA ¹	\$728	--	\$1,457	\$1,894	\$0	--	\$0	\$0
City of Oceanside, CA ¹	\$644	--	\$1,089	\$1,219	\$0	--	\$131	\$329
City of Riverside, CA ¹	\$480	--	\$850	\$1,122	\$54	--	\$226	\$369
City of Sacramento, CA	\$696	\$1,243	\$883	\$1,243	\$7	\$628	\$524	\$628
City and County of San Francisco, CA	\$565	\$1,348	\$1,124	\$1,348	\$0	\$247	\$5	\$247
City of San Jose, CA	\$500	\$1,245	\$1,245	\$1,245	\$88	\$220	\$220	\$220
City of Santa Ana, CA ⁵	\$1,179	--	\$1,179	\$1,179	\$155	--	\$225	\$265
County of San Diego, CA - Sheriff's Office	\$442	\$944	\$658	\$944	\$119	\$643	\$464	\$643
Market Average	\$625	\$1,150	\$995	\$1,204	\$57	\$326	\$178	\$274
City of San Diego, CA	\$400	\$761	\$877	\$1,141	\$0	\$0	\$0	\$76

¹ Surveyed Employer does not offer an Employee + Children plan tier.

² City of Carlsbad, CA: Monthly cost reported for Police Officer's Association members. Police Management Association members have a different agreement.

³ City of El Cajon, CA: The City has a Cafeteria Benefit Plan. The benefit allowance is \$950.00.

⁴ City of Fresno, CA and Police Personnel contribute to the Fresno City Employees' Health and Welfare Trust. The monthly premium includes medical, dental, and vision for the employee and their dependents. An HMO plan is not offered. PPO plan monthly cost is shown above.

⁵ City of Santa Ana, CA contributes to the Santa Ana Police Officers Association Medical Insurance Trust Fund.

TABLE 50
HMO PLAN MONTHLY COST-SHARING

Surveyed Employer	Employer Cost-Sharing (%)				Employee Cost-Sharing (%)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Anaheim, CA ¹	88%	--	89%	88%	12%	--	11%	12%
City of Bakersfield, CA ¹	80%	--	80%	80%	20%	--	20%	20%
City of Carlsbad, CA ^{1,2}	100%	--	82%	77%	0%	--	18%	23%
City of Chula Vista, CA	100%	100%	100%	100%	0%	0%	0%	0%
City of El Cajon, CA ^{1,3}	100%	--	80%	62%	0%	--	20%	38%
City of Escondido, CA	96%	--	96%	96%	4%	--	4%	4%
City of Fresno, CA ⁴	80%	80%	80%	80%	20%	20%	20%	20%
City of Long Beach, CA ¹	85%	--	83%	81%	15%	--	17%	19%
City of Los Angeles, CA ¹	100%	--	100%	96%	0%	--	0%	4%
City of National City, CA ¹	100%	--	82%	81%	0%	--	18%	19%
City of Oakland, CA ¹	100%	--	100%	100%	0%	--	0%	0%
City of Oceanside, CA ¹	100%	--	89%	79%	0%	--	11%	21%
City of Riverside, CA ¹	90%	--	79%	75%	10%	--	21%	25%
City of Sacramento, CA ⁴	99%	66%	63%	66%	1%	34%	37%	34%
City and County of San Francisco, CA	100%	85%	100%	85%	0%	15%	0%	15%
City of San Jose, CA	85%	85%	85%	85%	15%	15%	15%	15%
City of Santa Ana, CA ⁵	88%	--	84%	82%	12%	--	16%	18%
County of San Diego, CA - Sheriff's Office	79%	59%	59%	59%	21%	41%	41%	41%
Market Average	93%	79%	85%	82%	7%	21%	15%	18%
City of San Diego, CA	100%	100%	100%	94%	0%	0%	0%	6%

NR = No Response

¹Surveyed Employer does not offer an Employee + Children plan tier.

²City of Carlsbad, CA: Monthly cost reported for Police Officer's Association members. Police Management Association members have a different agreement.

³City of El Cajon, CA: The City has a Cafeteria Benefit Plan. The benefit allowance is \$950.00.

⁴City of Fresno, CA and Police Personnel contribute to the Fresno City Employees' Health and Welfare Trust. The monthly premium includes medical, dental, and vision for the employee and their dependents. An HMO plan is not offered. PPO plan monthly cost is shown above.

⁵City of Santa Ana, CA contributes to the Santa Ana Police Officers Association Medical Insurance Trust Fund.

**TABLE 51
DENTAL PLAN MONTHLY COST**

Surveyed Employer	Employer Cost (\$)				Employee Cost (\$)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Anaheim, CA ¹	\$25	--	\$39	\$56	\$33	--	\$59	\$94
City of Bakersfield, CA ¹	\$34	--	\$69	\$116	\$8	--	\$17	\$29
City of Carlsbad, CA ¹	\$46	--	\$0	\$0	\$0	--	\$93	\$131
City of Chula Vista, CA	\$14	\$33	\$22	\$33	\$20	\$76	\$38	\$76
City of El Cajon, CA	NR	NR	NR	NR	NR	NR	NR	NR
City of Escondido, CA	\$43	--	\$43	\$43	\$0	--	\$42	\$103
City of Fresno, CA ²	--	--	--	--	--	--	--	--
City of Long Beach, CA ¹	\$111	--	\$111	\$111	\$0	--	\$0	\$0
City of Los Angeles, CA ¹	\$76	--	\$76	\$76	\$0	--	\$17	\$23
City of National City, CA ¹	\$6	--	\$0	\$0	\$39	--	\$88	\$143
City of Oakland, CA ³	\$137	\$137	\$137	\$137	\$0	\$0	\$0	\$0
City of Oceanside, CA ¹	\$48	--	\$64	\$84	\$0	--	\$11	\$28
City of Riverside, CA ¹	\$0	--	\$0	\$0	\$66	--	\$119	\$168
City of Sacramento, CA	\$0	\$0	\$0	\$0	\$53	\$134	\$101	\$134
City and County of San Francisco, CA	\$61	\$183	\$128	\$183	\$5	\$15	\$10	\$15
City of San Jose, CA	\$48	\$48	\$48	\$48	\$3	\$3	\$3	\$3
City of Santa Ana, CA ⁴	\$90	--	\$90	\$90	\$0	--	\$0	\$0
County of San Diego, CA - Sheriff's Office	\$0	\$0	\$0	\$0	\$43	\$121	\$85	\$121
<i>Market Average</i>	<i>\$46</i>	<i>\$67</i>	<i>\$52</i>	<i>\$61</i>	<i>\$17</i>	<i>\$58</i>	<i>\$43</i>	<i>\$67</i>
City of San Diego, CA	\$0	\$0	\$0	\$0	\$40	\$78	\$80	\$124

NR = No Response

¹Surveyed Employer does not offer an Employee + Children plan tier.

²Dental included in medical premium

³The City of Oakland Police Officers Association offers Delta Dental plan. The City pays \$136.87 per month per employee to the OPOA.

⁴City of Santa Ana, CA contributes to the Santa Ana Police Officers Association Medical Insurance Trust Fund.

TABLE 52
DENTAL PLAN MONTHLY COST-SHARING

Surveyed Employer	Employer Cost-Sharing (%)				Employee Cost-Sharing (%)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Anaheim, CA ¹	43%	--	40%	37%	57%	--	60%	63%
City of Bakersfield, CA ¹	81%	--	80%	80%	19%	--	20%	20%
City of Carlsbad, CA ¹	100%	--	0%	0%	0%	--	100%	100%
City of Chula Vista, CA	41%	30%	37%	30%	59%	70%	63%	70%
City of El Cajon, CA	NR	NR	NR	NR	NR	NR	NR	NR
City of Escondido, CA	100%	--	51%	29%	0%	--	49%	71%
City of Fresno, CA ²	--	--	--	--	--	--	--	--
City of Long Beach, CA ¹	100%	--	100%	100%	0%	--	0%	0%
City of Los Angeles, CA ¹	100%	--	82%	77%	0%	--	18%	23%
City of National City, CA ¹	13%	--	0%	0%	87%	--	100%	100%
City of Oakland, CA ³	100%	100%	100%	100%	0%	0%	0%	0%
City of Oceanside, CA ¹	100%	--	85%	75%	0%	--	15%	25%
City of Riverside, CA ¹	0%	--	0%	0%	100%	--	100%	100%
City of Sacramento, CA	0%	0%	0%	0%	100%	100%	100%	100%
City and County of San Francisco, CA	92%	92%	93%	92%	8%	8%	7%	8%
City of San Jose, CA	94%	94%	94%	94%	6%	6%	6%	6%
City of Santa Ana, CA ⁴	100%	--	100%	100%	0%	--	0%	0%
County of San Diego, CA - Sheriff's Office	0%	0%	0%	0%	100%	100%	100%	100%
Market Average	67%	53%	54%	51%	33%	47%	46%	49%
City of San Diego, CA	0%	0%	0%	0%	100%	100%	100%	100%

NR = No Response

¹Surveyed Employer does not offer an Employee + Children plan tier.

²Dental included in medical premium

³The City of Oakland Police Officers Association offers Delta Dental plan. The City pays \$136.87 per month per employee to the OPOA.

⁴City of Santa Ana, CA contributes to the Santa Ana Police Officers Association Medical Insurance Trust Fund.

**TABLE 53
VISION PLAN MONTHLY COST**

Surveyed Employer	Employer Cost (\$)				Employee Cost (\$)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Anaheim, CA ¹	--	--	--	--	--	--	--	--
City of Bakersfield, CA ¹	--	--	--	--	--	--	--	--
City of Carlsbad, CA ²	\$10	--	\$0	\$0	\$0	--	\$15	\$26
City of Chula Vista, CA	\$0	\$0	\$0	\$0	\$8	\$23	\$15	\$23
City of El Cajon, CA	NR	NR	NR	NR	NR	NR	NR	NR
City of Escondido, CA	\$0	--	\$0	\$0	\$8	--	\$15	\$25
City of Fresno, CA ¹	--	--	--	--	--	--	--	--
City of Long Beach, CA ²	\$10	--	\$10	\$10	\$0	--	\$0	\$0
City of Los Angeles, CA ¹	--	--	--	--	--	--	--	--
City of National City, CA ¹	--	--	--	--	--	--	--	--
City of Oakland, CA ³	Not Applicable				Not Applicable			
City of Oceanside, CA ²	\$6	--	\$9	\$11	\$0	--	\$2	\$4
City of Riverside, CA ¹	--	--	--	--	--	--	--	--
City of Sacramento, CA	\$0	\$0	\$0	\$0	\$8	\$20	\$11	\$20
City and County of San Francisco, CA	\$4	\$11	\$8	\$11	\$0	\$0	\$0	\$0
City of San Jose, CA	\$0	\$0	\$0	\$0	\$6	\$15	\$9	\$15
City of Santa Ana, CA ⁴	\$0	--	\$0	\$0	\$4	--	\$7	\$9
County of San Diego, CA - Sheriff's Office	\$0	\$0	\$0	\$0	\$9	\$28	\$20	\$28
<i>Market Average</i>	\$3	\$2	\$3	\$3	\$4	\$17	\$9	\$15
City of San Diego, CA	\$0	\$0	\$0	\$0	\$6	\$10	\$12	\$19

NR = No response

¹Vision is included in medical premium

²Surveyed Employer does not offer an Employee + Children plan tier.

³The City of Oakland Police Officers Association offers Vision Service Plan (VSP).

⁴The Santa Ana Police Officers Association offers a vision plan. No contribution is made by the City.

TABLE 54
VISION PLAN MONTHLY COST-SHARING

Surveyed Employer	Employer Cost-Sharing (%)				Employee Cost-Sharing (%)			
	Single	EE + Children	EE + Spouse	Family	Single	EE + Children	EE + Spouse	Family
City of Anaheim, CA ¹	--	--	--	--	--	--	--	--
City of Bakersfield, CA ¹	--	--	--	--	--	--	--	--
City of Carlsbad, CA ²	100%	--	0%	0%	0%	--	100%	100%
City of Chula Vista, CA	0%	0%	0%	0%	100%	100%	100%	100%
City of El Cajon, CA	NR	NR	NR	NR	NR	NR	NR	NR
City of Escondido, CA	0%	--	0%	0%	100%	--	100%	100%
City of Fresno, CA ¹	--	--	--	--	--	--	--	--
City of Long Beach, CA ²	100%	--	100%	100%	0%	--	0%	0%
City of Los Angeles, CA ¹	--	--	--	--	--	--	--	--
City of National City, CA ¹	--	--	--	--	--	--	--	--
City of Oakland, CA ³	Not Applicable				Not Applicable			
City of Oceanside, CA ²	100%	--	82%	73%	0%	--	18%	27%
City of Riverside, CA ¹	--	--	--	--	--	--	--	--
City of Sacramento, CA	0%	0%	0%	0%	100%	100%	100%	100%
City and County of San Francisco, CA	100%	100%	100%	100%	0%	0%	0%	0%
City of San Jose, CA	0%	0%	0%	0%	100%	100%	100%	100%
City of Santa Ana, CA ⁴	0%	--	0%	0%	100%	--	100%	100%
County of San Diego, CA - Sheriff's Office	0%	0%	0%	0%	100%	100%	100%	100%
Market Average	40%	20%	28%	27%	60%	80%	72%	73%
City of San Diego, CA	0%	0%	0%	0%	100%	100%	100%	100%

NR = No response

¹Vision is included in medical premium

²Surveyed Employer does not offer an Employee + Children plan tier.

³The City of Oakland Police Officers Association offers Vision Service Plan (VSP).

⁴The Santa Ana Police Officers Association offers a vision plan. No contribution is made by the City.

Health Savings Account

**TABLE 55
HEALTH SAVINGS ACCOUNT (HSA)**

Surveyed Employer	Is an HSA offered to supplement health benefits? (Yes or No)	If yes, are employer contributions made to the HSA? (Yes or No)
City of Anaheim, CA	Yes	Yes
City of Bakersfield, CA	Yes	Yes
City of Carlsbad, CA	No	--
City of Chula Vista, CA	Yes	No
City of El Cajon, CA	NR	NR
City of Escondido, CA	Yes	Yes
City of Fresno, CA	No	--
City of Long Beach, CA	Yes	No
City of Los Angeles, CA	No	--
City of National City, CA	Yes	Yes
City of Oakland, CA	Yes	No
City of Oceanside, CA	No	--
City of Riverside, CA	No	--
City of Sacramento, CA	Yes	No
City and County of San Francisco, CA	Yes	No
City of San Jose, CA	NR	NR
City of Santa Ana, CA	No	No
County of San Diego, CA - Sheriff's Office	Yes	Yes
City of San Diego, CA	No	--

NR = No response

Retiree Health Benefits

**TABLE 56
RETIREE HEALTH BENEFITS**

Surveyed Employer	For employees retiring today, are they eligible for retiree health benefits? (Yes or No)	If yes, are employer contributions made to the monthly premiums? (Yes or No)
City of Anaheim, CA	Yes	No
City of Bakersfield, CA	Yes	Yes
City of Carlsbad, CA	Yes	Yes
City of Chula Vista, CA	NR	NR
City of El Cajon, CA	Yes	NR
City of Escondido, CA	Yes	No
City of Fresno, CA	No	--
City of Long Beach, CA	Yes	No
City of Los Angeles, CA	Yes	No
City of National City, CA	Yes	No
City of Oakland, CA	Yes	No
City of Oceanside, CA	Yes	No
City of Riverside, CA	Yes	No
City of Sacramento, CA	Yes	Yes
City and County of San Francisco, CA	Yes	Yes
City of San Jose, CA	Yes	Yes
City of Santa Ana, CA	Yes	Yes
County of San Diego, CA - Sheriff's Office	No	--
City of San Diego, CA	Yes¹	--

¹Employees hired prior to 2005 are eligible for retiree health benefits.

NR = No Response

Other Benefits

The survey included questions about basic life insurance, long-term disability, and line of duty death benefits. Detailed results are shown in **Tables 57** through **59**.

TABLE 57
BASIC LIFE INSURANCE MONTHLY COST

Surveyed Employer	Employer Cost (%)	Maximum Benefit Amount
City of Anaheim, CA	50% Employer Paid	\$50,000
City of Bakersfield, CA	NR	NR
City of Carlsbad, CA	100% Employer Paid	1 x basic yearly earnings (rounded to the next highest \$1,000 multiple)
City of Chula Vista, CA	100% Employer Paid	\$50,000
City of El Cajon, CA	100% Employer Paid	\$25,000
City of Escondido, CA	100% Employer Paid	\$50,000
City of Fresno, CA	--	--
City of Long Beach, CA	100% Employer Paid	\$20,000
City of Los Angeles, CA	100% Employer Paid	\$15,000
City of National City, CA	100% Employer Paid	\$50,000
City of Oakland, CA	100% Employer Paid	NR
City of Oceanside, CA	100% Employer Paid	\$200,000
City of Riverside, CA	100% Employer Paid	\$6,000 (Police Officers) 2x annual base salary (Police Supvr & Mgmt)
City of Sacramento, CA	100% Employer Paid	\$10,000 (Police Officers) \$50,000 (Captains and Lieutenants)
City and County of San Francisco, CA	--	--
City of San Jose, CA	100% Employer Paid	\$10,000
City of Santa Ana, CA	100% Employer Paid	\$20,000
County of San Diego, CA - Sheriff's Office	Yes	NR
City of San Diego, CA	100% Employer Paid	\$50,000

TABLE 58
LONG TERM DISABILITY MONTHLY COST

Surveyed Employer	Employer Cost (\$ or %)
City of Anaheim, CA	100% Employer Paid
City of Bakersfield, CA	--
City of Carlsbad, CA	100% Employer Paid
City of Chula Vista, CA	--
City of El Cajon, CA	--
City of Escondido, CA	--
City of Fresno, CA	--
City of Long Beach, CA	--
City of Los Angeles, CA	--
City of National City, CA	100% Employer Paid
City of Oakland, CA	--
City of Oceanside, CA	100% Employer Paid
City of Riverside, CA	\$10 (Police) \$15 (Police Supvr & Mgmt)
City of Sacramento, CA	--
City and County of San Francisco, CA	--
City of San Jose, CA	NR
City of Santa Ana, CA	100% Employer Paid
County of San Diego, CA - Sheriff's Office	--
City of San Diego, CA	100% Employer Paid

NR- No response

TABLE 59
LINE OF DUTY DEATH BENEFIT

Surveyed Employer	Line of Duty Death Benefit?	Policy
City of Anaheim, CA	NR	NR
City of Bakersfield, CA	No	--
City of Carlsbad, CA	No	--
City of Chula Vista, CA	No	--
City of El Cajon, CA	No	--
City of Escondido, CA	No	--
City of Fresno, CA	Yes	\$250,000 for Bomb Squad or Pilot
City of Long Beach, CA	No	--
City of Los Angeles, CA	Yes	Up to \$15,000 in funeral expenses
City of National City, CA	No	--
City of Oakland, CA	No	--
City of Oceanside, CA	No	--
City of Riverside, CA	Yes	Surviving spouse may continue health coverage under same terms and conditions or elect to receive a lump sum. Minors covered until age 21
City of Sacramento, CA	Yes	Survivors will be entitled to 100% of the City Retiree Insurance Contribution, regardless of years of service
City and County of San Francisco, CA	No	--
City of San Jose, CA	Yes	The surviving spouse, domestic partner, or children receive a monthly benefit equivalent to a minimum of 50% of the average annual pensionable pay of the highest 3 consecutive year of service or whatever the employee would have otherwise been eligible for based on years of City service, whichever is higher
City of Santa Ana, CA	No	--
County of San Diego, CA - Sheriff's Office	Yes	NR
City of San Diego, CA	Yes	Reasonable burial expenses not to exceed \$5,000 plus additional \$5,000 to family to be used at their discretion. Additionally, the City will pay highest cost HMO plan for surviving spouse and eligible dependents

Wellness Benefits

TABLE 60
REIMBURSEMENT FOR WELLNESS ACTIVITIES

Surveyed Employer	Reimburse for wellness activities?	Policy
City of Anaheim, CA	Yes	Employees who successfully complete the wellness incentive program receive a healthy day off up to twelve (12) hours of paid leave and reimbursement up to \$200 for an annual health club membership, fitness equipment, or fitness competition entry fees
City of Bakersfield, CA	No	--
City of Carlsbad, CA	Yes	Employees can be reimbursed up to \$450 for the cost of an annual physical examination and/or physical fitness testing The annual physical examination offers information regarding lifestyle changes that promote optimum health to members Programs include Computerized Heart Risk Profile, Complete Blood Profile, Nutritional Assessment, Diet Program, Body Measurements, Lung Assessment, and Consultations
City of Chula Vista, CA	No	--
City of El Cajon, CA	No	--
City of Escondido, CA	No	--
City of Fresno, CA	No	--
City of Long Beach, CA	No	--
City of Los Angeles, CA	No	--
City of National City, CA	No	--
City of Oakland, CA	No	--
City of Oceanside, CA	No	--
City of Riverside, CA	No	--
City of Sacramento, CA	No	--
City and County of San Francisco, CA	No	--
City of San Jose, CA	No	--
City of Santa Ana, CA	No	--
County of San Diego, CA - Sheriff's Office	No	--
City of San Diego, CA	No	--

TABLE 61
LOWER EMPLOYEE MEDICAL CONTRIBUTIONS

Surveyed Employer	Lower employee medical contributions for wellness participation?	Policy Summary
City of Anaheim, CA	No	--
City of Bakersfield, CA	No	--
City of Carlsbad, CA	No	--
City of Chula Vista, CA	No	--
City of El Cajon, CA	No	--
City of Escondido, CA	No	--
City of Fresno, CA	No	--
City of Long Beach, CA	No	--
City of Los Angeles, CA	No	--
City of National City, CA	No	--
City of Oakland, CA	No	--
City of Oceanside, CA	No	--
City of Riverside, CA	No	--
City of Sacramento, CA	No	--
City and County of San Francisco, CA	No	--
City of San Jose, CA	No	--
City of Santa Ana, CA	No	--
County of San Diego, CA - Sheriff's Office	No	--
City of San Diego, CA	No	--

Retirement Plans

**TABLE 62
DEFINED BENEFIT PENSION PLAN**

Surveyed Employer	Employer Normal Cost (% of pay)	Total Employer Contributions (% of pay)	Total Employee Contributions (% of pay)	Employer pick up of employee contributions?	Longevity pay considered part of base pay for pensions?	Overtime pay included in pension calculations?
City of Anaheim, CA	19.79%	32.81%	12.75%	No	No	No
City of Bakersfield, CA	18.88%	37.54%	12.75%	No	Yes	No
City of Carlsbad, CA	19.48%	35.34%	9.74%	NR	NR	NR
City of Chula Vista, CA	19.63%	28.86%	9.00%	No	Yes	No
City of El Cajon, CA	18.03%	42.06%	9.00%	NR	NR	NR
City of Escondido, CA	20.31%	36.92%	12.25%	No	Yes	No
City of Fresno, CA ¹	22.09%	20.83%	9.00%	Yes	NR	No
City of Long Beach, CA	18.52%	24.06%	8.99%	NR	NR	NR
City of Los Angeles, CA	15.72%	28.35%	10.60%	No	Yes	No
City of National City, CA	20.22%	40.59%	9.00%	No	Yes	No
City of Oakland, CA	19.02%	35.15%	9.00%	No	Yes	No
City of Oceanside, CA	20.25%	30.80%	12.25%	No	No	No
City of Riverside, CA	18.97%	29.04%	9.00%	NR	NR	NR
City of Sacramento, CA	17.40%	31.12%	12.00%	No	Yes	No
City and County of San Francisco, CA	19.25%	22.94%	12.50%	No	Yes	No
City of San Jose, CA	10.98%	10.98%	10.98%	NR	NR	NR
City of Santa Ana, CA	19.64%	41.71%	9.00%	NR	NR	NR
County of San Diego, CA - Sheriff's Office	14.11%	37.45%	14.11%	No	No	No
Market Average	18.46%	31.48%	10.66%	1 of 11	8 of 11	0 of 12
City of San Diego, CA²	14.47%	12.00%	10.57%	No	No	No

NR = No response

¹City of Fresno, CA: The City contributes 1% of the employee's share of the retirement contribution.

²City of San Diego, CA: According to the Actuarial Valuation as of June 30, 2013, employee contributions vary by age at time of entrance into SDCERS and range from 7.85% to 14.24%. The distribution of active members is such that the majority of employees with less than a year of service are age 25 to 29. The employee contribution reported above is for an employee with entry at age 27.

Only one (1) of the surveyed employers offer a defined contribution plan (such as a 401a plan) to Represented Police personnel, with no respondents making contributions on behalf of the employee. Twelve (12) of responding employers offer a voluntary deferred compensation plan (a 457 plan) with primarily only employee contributions, as shown in **Tables 63** and **64**.

TABLE 63
DEFINED CONTRIBUTION 401 (A) RETIREMENT PLAN

Surveyed Employer	Offer Defined Contribution 401 (a) retirement plan? (Yes or No)	Automatic Employer Contributions (\$ or % of salary)	Employer Match (\$ or %)
City of Anaheim, CA	No	--	--
City of Bakersfield, CA	No	--	--
City of Carlsbad, CA	No	--	--
City of Chula Vista, CA	No	--	--
City of El Cajon, CA	No	--	--
City of Escondido, CA	No	--	--
City of Fresno, CA	No	--	--
City of Long Beach, CA	No	--	--
City of Los Angeles, CA	No	--	--
City of National City, CA	No	--	--
City of Oakland, CA	No	--	--
City of Oceanside, CA	No	--	--
City of Riverside, CA	No	--	--
City of Sacramento, CA	No	--	--
City and County of San Francisco, CA	Yes	0.00%	0.00%
City of San Jose, CA	No	--	--
City of Santa Ana, CA	No	--	--
County of San Diego, CA - Sheriff's Office	No	--	--
<i>Market Average</i>	<i>1 of 18</i>	<i>0.00%</i>	<i>0.00%</i>
City of San Diego, CA	Yes¹	0.00%	0.00%

¹Police recruits are entered into a DC plan until they become sworn officers after 6 months, whereby they contribute 11% of pay and the City matches that contribution 100%.

TABLE 64
DEFERRED COMPENSATION 457 (B) RETIREMENT PLAN

Surveyed Employer	Offer Deferred Compensation 457 (b) retirement plan? (Yes or No)	Automatic Employer Contributions (\$ or % of salary)	Employer Match (\$ or %)
City of Anaheim, CA	Yes	0.00%	0.00%
City of Bakersfield, CA	No	--	--
City of Carlsbad, CA	Yes	NR	NR
City of Chula Vista, CA	Yes	0.00%	0.00%
City of El Cajon, CA	No	--	--
City of Escondido, CA	Yes	0.00%	0.00%
City of Fresno, CA	Yes	0.00%	0.00%
City of Long Beach, CA	Yes	0.00%	0.00%
City of Los Angeles, CA	Yes	NR	NR
City of National City, CA	Yes	0.00%	0.00%
City of Oakland, CA	Yes	0.00%	0.00%
City of Oceanside, CA	No	--	--
City of Riverside, CA ¹	Yes	3.35%	0.00%
City of Sacramento, CA	Yes	0.00%	0.00%
City and County of San Francisco, CA	Yes	0.00%	0.00%
City of San Jose, CA	Yes	0.00%	0.00%
City of Santa Ana, CA	No	--	--
County of San Diego, CA - Sheriff's Office	Yes	0.00%	0.00%
<i>Market Average</i>	<i>14 out of 18</i>	<i>0.28%</i>	<i>0.00%</i>
City of San Diego, CA	Yes	0.00%	0.00%

NR- No response

¹City of Riverside, CA: The City contributes \$200 per month. The table above shows this monthly contribution as a percent of the City's Police Officer pay range midpoint (\$71,592).

Total Compensation

On a total compensation basis, taking into consideration base pay, health benefit costs, and retirement plan contributions, the City of San Diego's market position is shown in **Table 65**.

To determine the total compensation costs for each surveyed employer, we calculated the sum of the following for each benchmark job:

- The calculated midpoint of the base pay range (average of the minimum and maximum base pay rates)
- Total employer costs for all health related benefits (medical, dental, and vision), weighted by City of San Diego's current enrollment distribution among coverage tiers in the City of San Diego's most populous medical plan (Kaiser HMO plan)
- The City of San Diego's total health benefit costs reflect the *average flex benefit allotment* for each benchmark job title
- The current normal costs associated with the defined benefit retirement plan, based on the most recent plan valuation
- Maximum employer contribution to both defined contribution and deferred compensation plans (including any employer match)

TABLE 65
MARKET POSITION ACROSS ALL BENCHMARKS TOTAL COMPENSATION

Police Benchmark Job	City of San Diego's Rank Amongst Surveyed Employers ^{1,2} (including San Diego)	Base Pay (Range Midpoint)	Employer Total Compensation Costs (Pay and Benefits)
Police Recruit	15 out of 16	78%	77%
Police Officer I – II	16 out of 16	83%	81%
Police Officer III	3 out of 3	89%	87%
Police Detective	5 out of 5	84%	83%
Police Sergeant	16 out of 16	84%	82%
Police Lieutenant	14 out of 16	88%	88%
Police Captain	13 out of 16	90%	90%

¹City of San Diego's rank comparison is measured at the pay range midpoint.

²Due to insufficient data, employer total compensation costs cannot be calculated for City of Carlsbad, City of El Cajon, and City of Los Angeles.

More details regarding the calculations above are shown in **Table 66**.

Table 67 shows details regarding the City of San Diego's total compensation ranking amongst the surveyed employers.

TABLE 66
TOTAL COMPENSATION MARKET POSITION BY BENCHMARK JOB

Police Benchmark Job	Base Pay (range midpoint)	Employer Cost of Benefits		Employer Total Compensation Costs (Pay and Benefits)
		Weighted Total Health Benefit Costs (Medical, Rx, Dental, & Vision)	Retirement Benefit Costs (Defined Benefit, Defined Contribution & Deferred Compensation)	
Police Recruit				
City of San Diego	\$46,228	\$9,809 ¹	\$6,689 (14.47% of pay)	\$62,726
Market Average	\$58,997	\$11,924	\$11,056 (18.74% of pay)	\$81,977
City of San Diego as a % of Market Average	78%	82%	61%	77%
Police Officer I – II				
City of San Diego	\$62,598	\$11,075 ¹	\$9,058 (14.47% of pay)	\$82,731
Market Average	\$75,810	\$11,924	\$14,207 (18.74% of pay)	\$101,941
City of San Diego as a % of Market Average	83%	93%	64%	81%
Police Officer III				
City of San Diego	\$72,873	\$11,617 ¹	\$10,545 (14.47% of pay)	\$95,035
Market Average	\$81,862	\$11,924	\$15,341 (18.74% of pay)	\$109,127
City of San Diego as a % of Market Average	89%	97%	69%	87%
Police Detective				
City of San Diego	\$72,873	\$11,070 ¹	\$10,545 (14.47% of pay)	\$94,488
Market Average	\$86,308	\$11,924	\$16,174 (18.74% of pay)	\$114,406
City of San Diego as a % of Market Average	84%	93%	65%	83%
Police Sergeant				
City of San Diego	\$84,240	\$11,340 ¹	\$12,190 (14.47% of pay)	\$107,770
Market Average	\$100,338	\$11,924	\$18,803 (18.74% of pay)	\$131,065
City of San Diego as a % of Market Average	84%	95%	65%	82%

TABLE 66
TOTAL COMPENSATION MARKET POSITION BY BENCHMARK JOB

Police Benchmark Job	Base Pay (range midpoint)	Employer Cost of Benefits		Employer Total Compensation Costs (Pay and Benefits)
		Weighted Total Health Benefit Costs (Medical, Rx, Dental, & Vision)	Retirement Benefit Costs (Defined Benefit, Defined Contribution & Deferred Compensation)	
Police Lieutenant				
City of San Diego	\$107,204	\$14,184 ¹	\$15,512 (14.47% of pay)	\$136,900
Market Average	\$121,411	\$11,924	\$22,752 (18.74% of pay)	\$156,087
City of San Diego as a % of Market Average	88%	119%	68%	88%
Police Captain				
City of San Diego	\$127,328	\$15,265 ¹	\$18,424 (14.47% of pay)	\$161,017
Market Average	\$141,463	\$11,924	\$26,510 (18.74% of pay)	\$179,897
City of San Diego as a % of Market Average	90%	128%	69%	90%
City of San Diego, CA as a % of Overall Market	86%	101%	66%	85%

¹ San Diego total health benefit costs reflect average flex benefit allotment (\$) per benchmark job title. Data and calculations provided by City of San Diego to Segal Waters.

TABLE 67
TOTAL COMPENSATION MARKET RANKING

Police Benchmark Job	Base Pay (range midpoint)	Employer Cost of Benefits		Employer Total Compensation Costs (Pay and Benefits)	Rank
		Weighted Total Health Benefit Costs (Medical, Rx, Dental, & Vision)	Retirement Benefit Costs (Defined Benefit, Defined Contribution & Deferred Compensation)		
Police Recruit					
City and County of San Francisco, CA	\$80,574	\$13,647	\$15,510	\$109,732	1
City of Anaheim, CA	\$76,097	\$13,831	\$15,059	\$104,987	2
City of Santa Ana, CA	\$66,168	\$15,228	\$12,995	\$94,391	3
City of Long Beach, CA	\$63,752	\$15,084	\$11,807	\$90,643	4
City of Oakland, CA	\$60,701	\$18,066	\$11,545	\$90,313	5
City of San Jose, CA	\$66,955	\$11,838	\$7,352	\$86,145	6
City of Escondido, CA	\$58,104	\$10,981	\$11,801	\$80,886	7
City of National City, CA	\$58,978	\$9,528	\$11,925	\$80,432	8
City of Riverside, CA	\$54,696	\$9,953	\$12,208	\$76,857	9
City of Fresno, CA	\$54,012	\$10,404	\$11,931	\$76,347	10
City of Chula Vista, CA	\$51,820	\$11,282	\$10,172	\$73,273	11
City of Oceanside, CA	\$48,732	\$12,536	\$9,868	\$71,136	12
City of Sacramento, CA	\$47,190	\$11,763	\$8,211	\$67,163	13
City of Bakersfield, CA	\$45,662	\$9,485	\$8,621	\$63,768	14
City of San Diego	\$46,228	\$9,809¹	\$6,689	\$62,726	15
County of San Diego, CA - Sheriff's Office	\$47,362	\$8,490	\$6,683	\$62,535	16
City of Carlsbad, CA	\$62,423	\$11,311	NR	NR	
City of El Cajon, CA	\$56,306	NR	\$10,152	NR	
City of Los Angeles, CA	\$62,410	\$11,582	NR	NR	

¹ San Diego total health benefit costs reflect average flex benefit allotment (\$) per benchmark job title. Data and calculations provided by City of San Diego to Segal Waters.

TABLE 67
TOTAL COMPENSATION MARKET RANKING

Police Benchmark Job	Base Pay (range midpoint)	Employer Cost of Benefits		Employer Total Compensation Costs (Pay and Benefits)	Rank
		Weighted Total Health Benefit Costs (Medical, Rx, Dental, & Vision)	Retirement Benefit Costs (Defined Benefit, Defined Contribution & Deferred Compensation)		
Police Officer I - II					
City and County of San Francisco, CA	\$96,369	\$13,647	\$18,551	\$128,567	1
City of Oakland, CA	\$85,751	\$18,066	\$16,310	\$120,127	2
City of San Jose, CA	\$91,229	\$11,838	\$10,017	\$113,084	3
City of Santa Ana, CA	\$80,430	\$15,228	\$15,796	\$111,454	4
City of Anaheim, CA	\$79,644	\$13,831	\$15,761	\$109,236	5
City of Long Beach, CA	\$79,278	\$15,084	\$14,682	\$109,044	6
City of Oceanside, CA	\$73,692	\$12,536	\$14,923	\$101,151	7
City of Chula Vista, CA	\$74,496	\$11,282	\$14,624	\$100,401	8
City of Escondido, CA	\$73,122	\$10,981	\$14,851	\$98,954	9
City of Riverside, CA	\$71,592	\$9,953	\$15,979	\$97,524	10
City of National City, CA	\$72,872	\$9,528	\$14,735	\$97,135	11
City of Fresno, CA	\$69,300	\$10,404	\$15,308	\$95,012	12
City of Sacramento, CA	\$65,887	\$11,763	\$11,464	\$89,114	13
County of San Diego, CA - Sheriff's Office	\$68,665	\$8,490	\$9,689	\$86,844	14
City of Bakersfield, CA	\$64,625	\$9,485	\$12,201	\$86,311	15
City of San Diego	\$62,598	\$11,075	\$9,058	\$82,731	16
City of Carlsbad, CA	\$73,552	\$11,311	NR	NR	
City of El Cajon, CA	\$67,414	NR	\$12,155	NR	
City of Los Angeles, CA	\$76,672	\$11,582	NR	NR	

TABLE 67
TOTAL COMPENSATION MARKET RANKING

Police Benchmark Job	Base Pay (range midpoint)	Employer Cost of Benefits		Employer Total Compensation Costs (Pay and Benefits)	Rank
		Weighted Total Health Benefit Costs (Medical, Rx, Dental, & Vision)	Retirement Benefit Costs (Defined Benefit, Defined Contribution & Deferred Compensation)		
Police Officer III					
City of National City, CA	\$85,825	\$9,528	\$17,354	\$112,707	1
City of Chula Vista, CA	\$82,032	\$11,282	\$16,103	\$109,416	2
City of San Diego	\$72,873	\$11,617	\$10,545	\$95,035	3
City of Carlsbad, CA	\$77,231	\$11,311	NR	NR	
City of Los Angeles, CA	\$82,362	\$11,582	NR	NR	
City of Anaheim, CA	--	--	--	--	
City of Bakersfield, CA	--	--	--	--	
City of El Cajon, CA	--	--	--	--	
City of Escondido, CA	--	--	--	--	
City of Fresno, CA	--	--	--	--	
City of Long Beach, CA	--	--	--	--	
City of Oakland, CA	--	--	--	--	
City of Oceanside, CA	--	--	--	--	
City of Riverside, CA	--	--	--	--	
City of Sacramento, CA	--	--	--	--	
City and County of San Francisco, CA	--	--	--	--	
City of San Jose, CA	--	--	--	--	
City of Santa Ana, CA	--	--	--	--	
County of San Diego, CA - Sheriff's Office	--	--	--	--	

TABLE 67
TOTAL COMPENSATION MARKET RANKING

Police Benchmark Job	Base Pay (range midpoint)	Employer Cost of Benefits		Employer Total Compensation Costs (Pay and Benefits)	Rank
		Weighted Total Health Benefit Costs (Medical, Rx, Dental, & Vision)	Retirement Benefit Costs (Defined Benefit, Defined Contribution & Deferred Compensation)		
Police Detective					
City of Long Beach, CA	\$100,542	\$15,084	\$18,620	\$134,246	1
City of Chula Vista, CA	\$82,032	\$11,282	\$16,103	\$109,416	2
City of Riverside, CA	\$80,652	\$9,953	\$18,002	\$108,606	3
City of Bakersfield, CA	\$72,058	\$9,485	\$13,604	\$95,147	4
City of San Diego	\$72,873	\$11,070	\$10,545	\$94,488	5
City of Los Angeles, CA	\$96,257	\$11,582	NR	NR	
City of Anaheim, CA	--	--	--	--	
City of Carlsbad, CA	--	--	--	--	
City of El Cajon, CA	--	--	--	--	
City of Escondido, CA	--	--	--	--	
City of Fresno, CA	--	--	--	--	
City of National City, CA	--	--	--	--	
City of Oakland, CA	--	--	--	--	
City of Oceanside, CA	--	--	--	--	
City of Sacramento, CA	--	--	--	--	
City and County of San Francisco, CA	--	--	--	--	
City of San Jose, CA	--	--	--	--	
City of Santa Ana, CA	--	--	--	--	
County of San Diego, CA - Sheriff's Office	--	--	--	--	

TABLE 67
TOTAL COMPENSATION MARKET RANKING

Police Benchmark Job	Base Pay (range midpoint)	Employer Cost of Benefits		Employer Total Compensation Costs (Pay and Benefits)	Rank
		Weighted Total Health Benefit Costs (Medical, Rx, Dental, & Vision)	Retirement Benefit Costs (Defined Benefit, Defined Contribution & Deferred Compensation)		
Police Sergeant					
City and County of San Francisco, CA	\$130,260	\$13,647	\$25,075	\$168,982	1
City of Oakland, CA	\$121,214	\$18,066	\$23,055	\$162,335	2
City of Anaheim, CA	\$122,699	\$13,831	\$24,282	\$160,812	3
City of Oceanside, CA	\$108,636	\$12,536	\$21,999	\$143,171	4
City of Long Beach, CA	\$100,542	\$15,084	\$18,620	\$134,246	5
City of San Jose, CA	\$110,198	\$11,838	\$12,100	\$134,136	6
City of Santa Ana, CA	\$99,216	\$15,228	\$19,486	\$133,930	7
City of Riverside, CA	\$95,466	\$9,953	\$21,308	\$126,727	8
City of Escondido, CA	\$95,316	\$10,981	\$19,359	\$125,655	9
City of Chula Vista, CA	\$94,362	\$11,282	\$18,523	\$124,166	10
City of National City, CA	\$92,676	\$9,528	\$18,739	\$120,943	11
County of San Diego, CA - Sheriff's Office	\$95,119	\$8,490	\$13,421	\$117,030	12
City of Bakersfield, CA	\$88,841	\$9,485	\$16,773	\$115,099	13
City of Sacramento, CA	\$86,087	\$11,763	\$14,979	\$112,829	14
City of Fresno, CA	\$83,538	\$10,404	\$18,454	\$112,396	15
City of San Diego	\$84,240	\$11,340	\$12,190	\$107,770	16
City of Carlsbad, CA	\$93,874	\$11,311	NR	NR	
City of El Cajon, CA	\$83,772	NR	\$15,104	NR	
City of Los Angeles, CA	\$104,264	\$11,582	NR	NR	

TABLE 67
TOTAL COMPENSATION MARKET RANKING

Police Benchmark Job	Base Pay (range midpoint)	Employer Cost of Benefits		Employer Total Compensation Costs (Pay and Benefits)	Rank
		Weighted Total Health Benefit Costs (Medical, Rx, Dental, & Vision)	Retirement Benefit Costs (Defined Benefit, Defined Contribution & Deferred Compensation)		
Police Lieutenant					
City and County of San Francisco, CA	\$148,746	\$13,647	\$28,634	\$191,027	1
City of Oakland, CA	\$133,525	\$18,066	\$25,396	\$176,988	2
City of Anaheim, CA	\$135,336	\$13,831	\$26,783	\$175,949	3
City of Santa Ana, CA	\$133,992	\$15,228	\$26,316	\$175,536	4
City of Riverside, CA	\$132,294	\$9,953	\$29,528	\$171,775	5
City of Oceanside, CA	\$131,850	\$12,536	\$26,700	\$171,086	6
City of Long Beach, CA	\$119,280	\$15,084	\$22,091	\$156,455	7
City of Sacramento, CA	\$120,882	\$11,763	\$21,033	\$153,678	8
City of San Jose, CA	\$127,608	\$11,838	\$14,011	\$153,458	9
City of National City, CA	\$116,518	\$9,528	\$23,560	\$149,606	10
City of Bakersfield, CA	\$116,789	\$9,485	\$22,050	\$148,323	11
City of Chula Vista, CA	\$113,242	\$11,282	\$22,229	\$146,753	12
City of Escondido, CA	\$109,626	\$10,981	\$22,265	\$142,872	13
City of San Diego	\$107,204	\$14,184	\$15,512	\$136,900	14
City of Fresno, CA	\$102,402	\$10,404	\$22,621	\$135,427	15
County of San Diego, CA - Sheriff's Office	\$102,213	\$8,490	\$14,422	\$125,125	16
City of Carlsbad, CA	\$113,800	\$11,311	NR	NR	
City of El Cajon, CA	\$104,624	NR	\$18,864	NR	
City of Los Angeles, CA	\$122,681	\$11,582	NR	NR	

TABLE 67
TOTAL COMPENSATION MARKET RANKING

Police Benchmark Job	Base Pay (range midpoint)	Employer Cost of Benefits		Employer Total Compensation Costs (Pay and Benefits)	Rank
		Weighted Total Health Benefit Costs (Medical, Rx, Dental, & Vision)	Retirement Benefit Costs (Defined Benefit, Defined Contribution & Deferred Compensation)		
Police Captain					
City and County of San Francisco, CA	\$187,954	\$13,647	\$36,181	\$237,782	1
City of Oakland, CA	\$162,696	\$18,066	\$30,945	\$211,707	2
City of Anaheim, CA	\$159,245	\$13,831	\$31,514	\$204,590	3
City of Santa Ana, CA	\$158,238	\$15,228	\$31,078	\$204,544	4
City of Oceanside, CA	\$156,228	\$12,536	\$31,636	\$200,400	5
City of Riverside, CA	\$153,144	\$9,953	\$34,182	\$197,278	6
City of Sacramento, CA	\$142,340	\$11,763	\$24,767	\$178,870	7
City of Chula Vista, CA	\$139,888	\$11,282	\$27,460	\$178,630	8
City of San Jose, CA	\$147,701	\$11,838	\$16,218	\$175,757	9
City of Long Beach, CA	\$132,882	\$15,084	\$24,610	\$172,576	10
City of Escondido, CA	\$133,260	\$10,981	\$27,065	\$171,306	11
City of Bakersfield, CA	\$129,992	\$9,485	\$24,542	\$164,019	12
City of San Diego	\$127,328	\$15,265	\$18,424	\$161,017	13
City of Fresno, CA	\$118,218	\$10,404	\$26,114	\$154,736	14
County of San Diego, CA - Sheriff's Office	\$117,539	\$8,490	\$16,585	\$142,614	15
City of National City, CA	\$100,498	\$9,528	\$20,321	\$130,347	16
City of Carlsbad, CA	\$137,900	\$11,311	NR	NR	
City of El Cajon, CA	\$120,151	NR	\$21,663	NR	
City of Los Angeles, CA	\$148,468	\$11,582	NR	NR	

Appendix A – Benchmark Job Summaries

Police Recruit

Attends Police Department's Basic Training Academy. Completes coursework assignments related to law enforcement (e.g., criminal law, laws of arrest, traffic laws, juvenile law, principles of law enforcement, rules of evidence, rules of search and seizure, patrol theory and methods, and report writing).

- Must be age 20 and six months at time of written test
- High School graduate or equivalency
- Must possess a valid State Driver's License

Police Officer I

Under immediate supervision in a training program, to perform increasingly responsible law enforcement and crime prevention duties

- Must be 21 years old
- High School graduate or equivalency
- Must successfully pass all components of the Police Academy or possess a P.O.S.T. certificate
- Must possess a valid State Driver's License

Police Officer II

Journey level. Under general supervision, to patrol an assigned area in the enforcement of law and order and prevention of crime; to carry out special assignments in the protection of life and property

- Must be 21 years old
- Must have a minimum of two (2) years of full-time paid experience as a sworn peace officer
- Must possess P.O.S.T. Certificate
- Minimum of 30 semester/45 quarter college units OR additional qualifying experience (1 month of experience = 2.5 semester units or 3.75 quarter units)
- Must possess a valid State Driver's License

Police Officer III

Under general supervision, to perform the more difficult, sensitive, and specialized law enforcement, patrol and crime prevention functions; to act in a lead capacity

- Must have a minimum of twelve (12) years of full-time paid experience as a sworn peace officer
- Must possess a Bachelor's Degree in Criminal Justice OR a P.O.S.T. Certificate

Police Detective

Under general supervision, to perform preliminary and follow-up investigations of crimes; to perform surveillance work to detect or prevent crime. Interviews and interrogates suspects, victims, and witnesses. Provides expert testimony and presents evidence in court proceedings. Manages confidential informants.

- Must have a minimum of four (4) years of full-time paid experience as a sworn peace officer
- Minimum of 60 semester/90 quarter college units OR possession of a P.O.S.T. Certificate

Police Sergeant

First line supervisor. Under general supervision, to supervise an assigned squad of law enforcement officers and related personnel in crime prevention and law enforcement. Trains and advises police officers in the performance of their duties. Rates the work performance of subordinates. Oversees recruitment and use of volunteers.

- Must have a minimum of four (4) years of full-time paid experience as a sworn peace officer
- Minimum of 60 semester/90 quarter college units OR possession of a P.O.S.T. Certificate

Police Lieutenant

Section commander. Under direction, to command or assist in the command of a departmental unit or a unit shift. Takes charge of a specialized section in the department. Directs, assigns, trains, and supervises the work of police officers. Rates the work performance of subordinates.

- Must have a minimum of two (2) years of experience as a Police Sergeant
- Minimum of 90 semester/135 quarter college units OR possession of an Advanced P.O.S.T. Certificate

Police Captain

Division commander. Under direction, to have charge of a major organizational unit or a unit shift of the department. Submits reports and makes recommendations to higher ranking officers. Oversees preparation of the unit's budget. Acts as a liaison from the Police Department to the City Mayor or Council offices regarding unit activities.

- Must have a minimum of two (2) years of experience as a Police Lieutenant
- Must possess a Bachelor's Degree OR a P.O.S.T. Management certificate

Appendix B – Detailed Market Data

CITY OF SAN DIEGO, CA 2014 TOTAL COMPENSATION SURVEY

1a - DETAILED SALARY DATA (UNADJUSTED)

Police Recruit						
Organization Name	Matching Title	Workweek	Average Annual Pay	Annual Scheduled Pay Range		
				Minimum	Midpoint	Maximum
City and County of San Francisco, CA	Police Officer (Academy)	40	\$80,574	\$80,574	\$80,574	\$80,574
City of Anaheim, CA	Police Officer Trainee	40	\$61,935	\$61,422	\$76,097	\$90,771
City of San Jose, CA	Police Recruit	40	\$66,955	\$66,955	\$66,955	\$66,955
City of Santa Ana, CA	Police Recruit	40		\$59,736	\$66,168	\$72,600
City of Long Beach, CA	Police Recruit	40	\$63,752	\$63,752	\$63,752	\$63,752
City of Carlsbad, CA	Police Recruit	40		\$56,351	\$62,423	\$68,495
City of Los Angeles, CA	Police Officer I (Academy)	40	\$62,410	\$62,410	\$62,410	\$62,410
City of Oakland, CA	Police Officer Trainee	40	\$60,701	\$60,701	\$60,701	\$60,701
City of National City, CA	Police Recruit	40	\$54,393	\$51,803	\$58,978	\$66,153
City of Escondido, CA	Police Officer Trainee	40		\$56,688	\$58,104	\$59,520
City of El Cajon, CA	Police Officer (Academy)	40	\$56,306	\$56,306	\$56,306	\$56,306
City of Riverside, CA	Police Officer Trainee	40	\$54,696	\$54,696	\$54,696	\$54,696
City of Fresno, CA	Police Officer Recruit	40		\$52,692	\$54,012	\$55,332
City of Chula Vista, CA	Police Recruit	40		\$50,556	\$51,820	\$53,083
City of Oceanside, CA	Police Recruit	40	\$48,732	\$48,732	\$48,732	\$48,732
County of San Diego, CA - Sheriff's Office	Sheriff's Cadet	42.5	\$47,362	\$47,362	\$47,362	\$47,362
City of Sacramento, CA	Police Recruit	40		\$43,742	\$47,190	\$50,637

CITY OF SAN DIEGO, CA 2014 TOTAL COMPENSATION SURVEY

1a - DETAILED SALARY DATA (UNADJUSTED)

Police Recruit						
Organization Name	Matching Title	Workweek	Average Annual Pay	Annual Scheduled Pay Range		
				Minimum	Midpoint	Maximum
City of Bakersfield, CA	Police Trainee	40	\$45,662	\$45,662	\$45,662	\$45,662
City of San Diego, CA Salary Data		40	\$48,298	\$41,933	\$46,228	\$50,523
Overall Participant Average			\$58,623	\$56,674	\$58,997	\$61,319
City of San Diego, CA as a % of Overall Participant Average			82%	74%	78%	82%

CITY OF SAN DIEGO, CA 2014 TOTAL COMPENSATION SURVEY

1b - DETAILED SALARY DATA (UNADJUSTED)

Police Officer I - II														
Organization Name	Matching Title	Workweek	Base Pay Range (excluding longevity)			Base Pay + Longevity Pay at Selected Years of Service								
			Minimum	Midpoint	Maximum	6 Months	1 Year	2 Years	3 Years	5 Years	10 Years	15 Years	20 Years	25 Years
City and County of San Francisco, CA	Police Officer*	40	\$80,574	\$96,369	\$112,164	\$80,574	\$84,604	\$88,842	\$96,850	\$106,626	\$112,164	\$112,164	\$112,164	\$114,407
City of San Jose, CA	Police Officer	40	\$78,000	\$91,229	\$104,458	\$78,000	\$81,900	\$85,995	\$90,295	\$99,550	\$104,458	\$104,458	\$104,458	\$104,458
City of Oakland, CA	Police Officer*	40	\$71,446	\$85,751	\$100,056	\$71,446	\$83,370	\$86,563	\$89,423	\$100,056	\$101,531	\$101,731	\$101,931	\$101,931
City of Santa Ana, CA	Police Officer	40	\$72,600	\$80,430	\$88,260	\$72,600	\$76,236	\$80,040	\$84,060	\$88,260	\$88,260	\$88,260	\$88,260	\$88,260
City of Anaheim, CA	Police Officer	40	\$66,186	\$79,644	\$93,101	\$69,493	\$72,966	\$80,434	\$84,448	\$93,101	\$93,101	\$93,101	\$93,101	\$93,101
City of Long Beach, CA	Police Officer*	40	\$70,836	\$79,278	\$87,720	\$74,784	\$74,784	\$78,828	\$83,160	\$87,720	\$92,106	\$96,711	\$96,711	\$96,711
City of Los Angeles, CA	Police Officer I - II*	40	\$64,916	\$76,672	\$88,427	\$64,916	\$67,442	\$71,243	\$75,168	\$83,791	\$90,849	\$93,292	\$95,714	\$95,714
City of Chula Vista, CA	Peace Officer*	40	\$67,250	\$74,496	\$81,742	\$70,612	\$74,143	\$77,850	\$81,742	\$81,742	\$81,742	\$84,194	\$84,194	\$84,194
City of Oceanside, CA	Police Officer*	40	\$60,840	\$73,692	\$86,544	\$60,840	\$70,236	\$73,608	\$77,520	\$86,544	\$86,544	\$89,544	\$89,544	\$89,544
City of Carlsbad, CA	Police Officer	40	\$66,398	\$73,552	\$80,706	\$66,398	\$69,718	\$73,204	\$76,864	\$80,706	\$80,706	\$80,706	\$80,706	\$80,706
City of Escondido, CA	Police Officer*	40	\$62,496	\$73,122	\$83,748	\$65,616	\$68,892	\$72,348	\$75,960	\$77,352	\$83,748	\$83,748	\$83,748	\$83,748
City of National City, CA	Police Officer	40	\$64,006	\$72,872	\$81,738	\$64,006	\$67,207	\$74,139	\$77,846	\$81,738	\$81,738	\$81,738	\$81,738	\$81,738
City of Riverside, CA	Police Officer	40	\$62,904	\$71,592	\$80,280	\$66,048	\$66,048	\$69,360	\$72,804	\$80,280	\$80,280	\$80,280	\$80,280	\$80,280
City of Fresno, CA	Police Officer	40	\$60,876	\$69,300	\$77,724	\$60,876	\$63,924	\$67,128	\$70,488	\$77,724	\$77,724	\$77,724	\$77,724	\$77,724
County of San Diego, CA - Sheriff's Office	Sheriff's Deputy	42.5	\$55,670	\$68,665	\$81,660	\$55,670	\$59,560	\$62,543	\$65,681	\$72,422	\$81,660	\$81,660	\$81,660	\$81,660
City of El Cajon, CA	Police Officer (Steps A-1 to E)	40	\$59,115	\$67,414	\$75,712	\$62,150	\$65,291	\$68,598	\$72,072	\$75,712	\$75,712	\$75,712	\$75,712	\$75,712
City of Sacramento, CA	Police Officer*	40	\$59,478	\$65,887	\$72,296	\$62,452	\$62,452	\$65,574	\$68,853	\$72,296	\$72,296	\$72,296	\$72,396	\$72,596

City of San Diego pay progression is shown as follows: Step A of POI at minimum, Step C of POI after 1 year, Step C of POII after 2 years per MOU Article 34, Step D after 3 years, and Step E after 4 years

*Job classification is eligible for longevity pay. See Table 35 for details.
Data effective July 1, 2014

CITY OF SAN DIEGO, CA 2014 TOTAL COMPENSATION SURVEY

1b - DETAILED SALARY DATA (UNADJUSTED)

Police Officer I - II														
Organization Name	Matching Title	Workweek	Base Pay Range (excluding longevity)			Base Pay + Longevity Pay at Selected Years of Service								
			Minimum	Midpoint	Maximum	6 Months	1 Year	2 Years	3 Years	5 Years	10 Years	15 Years	20 Years	25 Years
City of Bakersfield, CA	Police Officer - Senior Police Officer	40	\$56,695	\$64,625	\$72,555	\$56,695	\$59,553	\$62,560	\$65,728	\$72,555	\$72,555	\$72,555	\$72,555	\$72,555
City of San Diego, CA Salary Data		40	\$49,254	\$62,598	\$75,941	\$49,254	\$54,163	\$69,014	\$72,550	\$75,941	\$75,941	\$75,941	\$75,941	\$75,941
Overall Participant Average			\$65,571	\$75,810	\$86,050	\$66,843	\$70,463	\$74,381	\$78,276	\$84,343	\$86,510	\$87,215	\$87,366	\$87,502
City of San Diego, CA as a % of Overall Participant Average			75%	83%	88%	74%	77%	93%	93%	90%	88%	87%	87%	87%

City of San Diego pay progression is shown as follows: Step A of POI at minimum, Step C of POI after 1 year, Step C of POII after 2 years per MOU Article 34, Step D after 3 years, and Step E after 4 years

*Job classification is eligible for longevity pay. See Table 35 for details.
Data effective July 1, 2014

CITY OF SAN DIEGO, CA 2014 TOTAL COMPENSATION SURVEY

1b - DETAILED SALARY DATA (UNADJUSTED)

Police Officer III														
Organization Name	Matching Title	Workweek	Base Pay Range (excluding longevity)			Base Pay + Longevity Pay at Selected Years of Service								
			Minimum	Midpoint	Maximum	6 Months	1 Year	2 Years	3 Years	5 Years	10 Years	15 Years	20 Years	25 Years
City of National City, CA	Police Corporal	40	\$85,825	\$85,825	\$85,825	\$85,825	\$85,825	\$85,825	\$85,825	\$85,825	\$85,825	\$85,825	\$85,825	\$85,825
City of Los Angeles, CA	Police Officer III*	40	\$71,243	\$82,362	\$93,480	\$71,243	\$75,168	\$79,929	\$83,791	\$93,480	\$95,902	\$98,345	\$100,767	\$100,767
City of Chula Vista, CA	Police Agent*	40	\$74,053	\$82,032	\$90,011	\$77,755	\$81,643	\$85,725	\$90,011	\$90,011	\$90,011	\$92,711	\$92,711	\$92,711
City of Carlsbad, CA	Police Corporal	40	\$69,718	\$77,231	\$84,743	\$69,718	\$73,204	\$76,864	\$80,706	\$84,743	\$84,743	\$84,743	\$84,743	\$84,743
City of Anaheim, CA	No Match													
City of Bakersfield, CA	No Match													
City of El Cajon, CA	No Match													
City of Escondido, CA	No Match													
City of Fresno, CA	No Match													
City of Long Beach, CA	No Match													
City of Oakland, CA	No Match													
City of Oceanside, CA	No Match													
City of Riverside, CA	No Match													
City of Sacramento, CA	No Match													
City and County of San Francisco, CA	No Match													
City of San Jose, CA	No Match													
City of Santa Ana, CA	No Match													

National City Corporals are paid at a flat rate.

*Job classification is eligible for longevity pay. See Table 35 for details.
Data effective July 1, 2014

CITY OF SAN DIEGO, CA 2014 TOTAL COMPENSATION SURVEY

1b - DETAILED SALARY DATA (UNADJUSTED)

Police Officer III														
Organization Name	Matching Title	Workweek	Base Pay Range (excluding longevity)			Base Pay + Longevity Pay at Selected Years of Service								
			Minimum	Midpoint	Maximum	6 Months	1 Year	2 Years	3 Years	5 Years	10 Years	15 Years	20 Years	25 Years
County of San Diego, CA - Sheriff's Office	No Match													
City of San Diego, CA Salary Data		40	\$65,998	\$72,873	\$79,747	\$65,998	\$72,488	\$76,170	\$79,747	\$79,747	\$79,747	\$79,747	\$79,747	\$79,747
Overall Participant Average			\$75,210	\$81,862	\$88,515	\$76,135	\$78,960	\$82,086	\$85,083	\$88,515	\$89,120	\$90,406	\$91,012	\$91,012
City of San Diego, CA as a % of Overall Participant Average			88%	89%	90%	87%	92%	93%	94%	90%	89%	88%	88%	88%

National City Corporals are paid at a flat rate.

*Job classification is eligible for longevity pay. See Table 35 for details.
Data effective July 1, 2014

CITY OF SAN DIEGO, CA 2014 TOTAL COMPENSATION SURVEY

1b - DETAILED SALARY DATA (UNADJUSTED)

Police Detective														
Organization Name	Matching Title	Workweek	Base Pay Range (excluding longevity)			Base Pay + Longevity Pay at Selected Years of Service								
			Minimum	Midpoint	Maximum	6 Months	1 Year	2 Years	3 Years	5 Years	10 Years	15 Years	20 Years	25 Years
City of Long Beach, CA	Police Inspector	40	\$88,488	\$100,542	\$112,596	\$93,132	\$93,132	\$98,232	\$103,488	\$112,596	\$112,596	\$112,596	\$112,596	\$112,596
City of Los Angeles, CA	Police Detective I	40	\$88,427	\$96,257	\$104,087	\$88,427	\$93,480	\$98,616	\$104,087	\$104,087	\$104,087	\$104,087	\$104,087	\$104,087
City of Chula Vista, CA	Police Agent*	40	\$74,053	\$82,032	\$90,011	\$77,755	\$81,643	\$85,725	\$90,011	\$90,011	\$90,011	\$92,711	\$92,711	\$92,711
City of Riverside, CA	Police Detective	40	\$72,804	\$80,652	\$88,500	\$76,488	\$76,488	\$80,280	\$84,288	\$88,500	\$88,500	\$88,500	\$88,500	\$88,500
City of Bakersfield, CA	Detective	40	\$64,965	\$72,058	\$79,150	\$64,965	\$68,245	\$71,710	\$75,346	\$79,150	\$79,150	\$79,150	\$79,150	\$79,150
City of Anaheim, CA	No Match													
City of Carlsbad, CA	No Match													
City of El Cajon, CA	No Match													
City of Escondido, CA	No Match													
City of Fresno, CA	No Match													
City of National City, CA	No Match													
City of Oakland, CA	No Match													
City of Oceanside, CA	No Match													
City of Sacramento, CA	No Match													
City and County of San Francisco, CA	No Match													
City of San Jose, CA	No Match													
City of Santa Ana, CA	No Match													

San Francisco Inspectors are paid at a flat rate.

*Job classification is eligible for longevity pay. See Table 35 for details.

Data effective July 1, 2014

CITY OF SAN DIEGO, CA 2014 TOTAL COMPENSATION SURVEY

1b - DETAILED SALARY DATA (UNADJUSTED)

Police Detective														
Organization Name	Matching Title	Workweek	Base Pay Range (excluding longevity)			Base Pay + Longevity Pay at Selected Years of Service								
			Minimum	Midpoint	Maximum	6 Months	1 Year	2 Years	3 Years	5 Years	10 Years	15 Years	20 Years	25 Years
County of San Diego, CA - Sheriff's Office	No Match													
City of San Diego, CA Salary Data		40	\$65,998	\$72,873	\$79,747	\$65,998	\$72,488	\$76,170	\$79,747	\$79,747	\$79,747	\$79,747	\$79,747	\$79,747
Overall Participant Average			\$77,747	\$86,308	\$94,869	\$80,153	\$82,598	\$86,913	\$91,444	\$94,869	\$94,869	\$95,409	\$95,409	\$95,409
City of San Diego, CA as a % of Overall Participant Average			85%	84%	84%	82%	88%	88%	87%	84%	84%	84%	84%	84%

San Francisco Inspectors are paid at a flat rate.

*Job classification is eligible for longevity pay. See Table 35 for details.
Data effective July 1, 2014

CITY OF SAN DIEGO, CA 2014 TOTAL COMPENSATION SURVEY

1b - DETAILED SALARY DATA (UNADJUSTED)

Police Sergeant														
Organization Name	Matching Title	Workweek	Base Pay Range (excluding longevity)			Base Pay + Longevity Pay at Selected Years of Service								
			Minimum	Midpoint	Maximum	6 Months	1 Year	2 Years	3 Years	5 Years	10 Years	15 Years	20 Years	25 Years
City and County of San Francisco, CA	Police Sergeant*	40	\$130,260	\$130,260	\$130,260	\$130,260	\$130,260	\$130,260	\$130,260	\$130,260	\$130,260	\$130,260	\$130,260	\$132,865
City of Anaheim, CA	Police Sergeant	40	\$119,704	\$122,699	\$125,694	\$119,704	\$125,694	\$125,694	\$125,694	\$125,694	\$125,694	\$125,694	\$125,694	\$125,694
City of Oakland, CA	Police Sergeant*	40	\$121,214	\$121,214	\$121,214	\$121,214	\$121,214	\$121,214	\$121,214	\$121,214	\$122,689	\$122,889	\$123,089	\$123,089
City of San Jose, CA	Police Sergeant	40	\$99,486	\$110,198	\$120,910	\$99,486	\$104,461	\$109,684	\$115,168	\$120,910	\$120,910	\$120,910	\$120,910	\$120,910
City of Oceanside, CA	Police Sergeant*	40	\$105,996	\$108,636	\$111,276	\$105,996	\$111,276	\$111,276	\$111,276	\$111,276	\$111,276	\$114,276	\$114,276	\$114,276
City of Los Angeles, CA	Police Sergeant I	40	\$98,616	\$104,264	\$109,912	\$98,616	\$104,087	\$109,912	\$109,912	\$109,912	\$109,912	\$109,912	\$109,912	\$109,912
City of Long Beach, CA	Police Sergeant	40	\$88,488	\$100,542	\$112,596	\$93,132	\$93,132	\$98,232	\$103,488	\$112,596	\$112,596	\$112,596	\$112,596	\$112,596
City of Santa Ana, CA	Police Sergeant	40	\$89,556	\$99,216	\$108,876	\$89,556	\$94,044	\$98,748	\$103,692	\$108,876	\$108,876	\$108,876	\$108,876	\$108,876
City of Riverside, CA	Police Sergeant	40	\$88,500	\$95,466	\$102,432	\$92,928	\$92,928	\$97,596	\$102,432	\$102,432	\$102,432	\$102,432	\$102,432	\$102,432
City of Escondido, CA	Police Sergeant	40	\$83,748	\$95,316	\$106,884	\$87,936	\$92,328	\$96,948	\$101,796	\$106,884	\$106,884	\$106,884	\$106,884	\$106,884
County of San Diego, CA - Sheriff's Office	Sheriff's Sergeant	42.5	\$91,627	\$95,119	\$98,610	\$91,627	\$96,201	\$98,610	\$98,610	\$98,610	\$98,610	\$98,610	\$98,610	\$98,610
City of Chula Vista, CA	Police Sergeant*	40	\$85,183	\$94,362	\$103,540	\$89,442	\$93,914	\$98,906	\$103,540	\$103,540	\$103,540	\$106,646	\$106,646	\$106,646
City of Carlsbad, CA	Police Sergeant	40	\$84,743	\$93,874	\$103,005	\$84,743	\$88,980	\$93,429	\$98,100	\$103,005	\$103,005	\$103,005	\$103,005	\$103,005
City of National City, CA	Police Sergeant	40	\$83,661	\$92,676	\$101,691	\$83,661	\$87,844	\$92,236	\$96,848	\$101,691	\$101,691	\$101,691	\$101,691	\$101,691
City of Bakersfield, CA	Police Sergeant	40	\$80,194	\$88,841	\$97,488	\$80,194	\$84,196	\$88,415	\$92,841	\$97,488	\$97,488	\$97,488	\$97,488	\$97,488
City of Sacramento, CA	Police Sergeant*	40	\$77,713	\$86,087	\$94,461	\$81,599	\$81,599	\$85,679	\$89,963	\$94,461	\$94,461	\$94,461	\$94,561	\$94,761
City of El Cajon, CA	Police Sergeant	40	\$75,525	\$83,772	\$92,019	\$79,352	\$79,352	\$83,336	\$87,589	\$92,019	\$92,019	\$92,019	\$92,019	\$92,019

San Francisco Sergeants are paid at a flat rate.

*Job classification is eligible for longevity pay. See Table 35 for details.
Data effective July 1, 2014

CITY OF SAN DIEGO, CA 2014 TOTAL COMPENSATION SURVEY

1b - DETAILED SALARY DATA (UNADJUSTED)

Police Sergeant														
Organization Name	Matching Title	Workweek	Base Pay Range (excluding longevity)			Base Pay + Longevity Pay at Selected Years of Service								
			Minimum	Midpoint	Maximum	6 Months	1 Year	2 Years	3 Years	5 Years	10 Years	15 Years	20 Years	25 Years
City of Fresno, CA	Police Sergeant	40	\$73,380	\$83,538	\$93,696	\$73,380	\$77,052	\$80,916	\$84,972	\$93,696	\$93,696	\$93,696	\$93,696	\$93,696
City of San Diego, CA Salary Data		40	\$76,274	\$84,240	\$92,206	\$76,274	\$83,886	\$88,046	\$92,206	\$92,206	\$92,206	\$92,206	\$92,206	\$92,206
Overall Participant Average			\$93,200	\$100,338	\$107,476	\$94,601	\$97,698	\$101,172	\$104,300	\$107,476	\$107,558	\$107,908	\$107,925	\$108,081
City of San Diego, CA as a % of Overall Participant Average			82%	84%	86%	81%	86%	87%	88%	86%	86%	85%	85%	85%

San Francisco Sergeants are paid at a flat rate.

*Job classification is eligible for longevity pay. See Table 35 for details.
Data effective July 1, 2014

CITY OF SAN DIEGO, CA 2014 TOTAL COMPENSATION SURVEY

1b - DETAILED SALARY DATA (UNADJUSTED)

Police Lieutenant														
Organization Name	Matching Title	Workweek	Base Pay Range (excluding longevity)			Base Pay + Longevity Pay at Selected Years of Service								
			Minimum	Midpoint	Maximum	6 Months	1 Year	2 Years	3 Years	5 Years	10 Years	15 Years	20 Years	25 Years
City and County of San Francisco, CA	Police Lieutenant*	40	\$148,746	\$148,746	\$148,746	\$148,746	\$148,746	\$148,746	\$148,746	\$148,746	\$148,746	\$148,746	\$148,746	\$151,721
City of Anaheim, CA	Police Lieutenant	40	\$125,445	\$135,336	\$145,226	\$125,445	\$131,726	\$138,320	\$145,226	\$145,226	\$145,226	\$145,226	\$145,226	\$145,226
City of Santa Ana, CA	Police Lieutenant	40	\$124,200	\$133,992	\$143,784	\$124,200	\$130,416	\$136,932	\$143,784	\$143,784	\$143,784	\$143,784	\$143,784	\$143,784
City of Oakland, CA	Police Lieutenant*	40	\$133,525	\$133,525	\$133,525	\$133,525	\$133,525	\$133,525	\$133,525	\$133,525	\$135,000	\$135,200	\$135,400	\$135,400
City of Riverside, CA	Police Lieutenant	40	\$114,624	\$132,294	\$149,964	\$114,624	\$120,300	\$126,384	\$132,708	\$146,292	\$149,964	\$149,964	\$149,964	\$149,964
City of Oceanside, CA	Police Lieutenant	40	\$128,628	\$131,850	\$135,072	\$128,628	\$135,072	\$135,072	\$135,072	\$135,072	\$135,072	\$135,072	\$135,072	\$135,072
City of San Jose, CA	Police Lieutenant	40	\$115,170	\$127,608	\$140,046	\$115,170	\$120,928	\$126,974	\$133,323	\$140,046	\$140,046	\$140,046	\$140,046	\$140,046
City of Los Angeles, CA	Police Lieutenant I	40	\$116,051	\$122,681	\$129,310	\$116,051	\$122,503	\$129,310	\$129,310	\$129,310	\$129,310	\$129,310	\$129,310	\$129,310
City of Sacramento, CA	Police Lieutenant	40	\$96,706	\$120,882	\$145,058									
City of Long Beach, CA	Police Lieutenant	40	\$106,776	\$119,280	\$131,784	\$112,644	\$112,644	\$118,668	\$125,040	\$131,784	\$131,784	\$131,784	\$131,784	\$131,784
City of Bakersfield, CA	Police Lieutenant	40	\$105,414	\$116,789	\$128,163	\$105,414	\$110,693	\$116,230	\$122,048	\$128,163	\$128,163	\$128,163	\$128,163	\$128,163
City of National City, CA	Police Lieutenant	40	\$105,184	\$116,518	\$127,852	\$105,184	\$110,444	\$115,965	\$121,764	\$127,852	\$127,852	\$127,852	\$127,852	\$127,852
City of Carlsbad, CA	Police Lieutenant	40	\$92,900	\$113,800	\$134,700									
City of Chula Vista, CA	Police Lieutenant*	40	\$102,227	\$113,242	\$124,257	\$107,338	\$112,705	\$118,340	\$124,257	\$124,257	\$124,257	\$127,985	\$127,985	\$127,985
City of Escondido, CA	Police Lieutenant	40	\$93,300	\$109,626	\$125,952									
City of El Cajon, CA	Police Lieutenant	40	\$94,328	\$104,624	\$114,920	\$99,108	\$99,108	\$104,122	\$109,396	\$114,920	\$114,920	\$114,920	\$114,920	\$114,920
City of Fresno, CA	Police Lieutenant	40	\$90,756	\$102,402	\$114,048	\$90,756	\$95,304	\$100,080	\$105,084	\$114,048	\$114,048	\$114,048	\$114,048	\$114,048

Carlsbad, Escondido, and Sacramento Lieutenants have an open range pay schedule with pay increases based on performance.

Sacramento Lieutenants are eligible for longevity pay of \$100 at 20yrs and an additional \$200 at 25yrs, which is not included above. San Francisco Lieutenants are paid at a flat rate.

*Job classification is eligible for longevity pay. See Table 35 for details.

Data effective July 1, 2014

CITY OF SAN DIEGO, CA 2014 TOTAL COMPENSATION SURVEY

1b - DETAILED SALARY DATA (UNADJUSTED)

Police Lieutenant														
Organization Name	Matching Title	Workweek	Base Pay Range (excluding longevity)			Base Pay + Longevity Pay at Selected Years of Service								
			Minimum	Midpoint	Maximum	6 Months	1 Year	2 Years	3 Years	5 Years	10 Years	15 Years	20 Years	25 Years
County of San Diego, CA - Sheriff's Office	Sheriff's Lieutenant	42.5	\$91,030	\$102,213	\$113,395	\$95,583	\$95,583	\$100,356	\$105,373	\$113,395	\$113,395	\$113,395	\$113,395	\$113,395
City of San Diego, CA Salary Data		40	\$97,594	\$107,204	\$116,813	\$97,594	\$106,683	\$111,654	\$116,813	\$116,813	\$116,813	\$116,813	\$116,813	\$116,813
Overall Participant Average			\$110,278	\$121,411	\$132,545	\$114,828	\$118,646	\$123,268	\$127,644	\$131,761	\$132,104	\$132,366	\$132,380	\$132,578
City of San Diego, CA as a % of Overall Participant Average			88%	88%	88%	85%	90%	91%	92%	89%	88%	88%	88%	88%

Carlsbad, Escondido, and Sacramento Lieutenants have an open range pay schedule with pay increases based on performance.

Sacramento Lieutenants are eligible for longevity pay of \$100 at 20yrs and an additional \$200 at 25yrs, which is not included above. San Francisco Lieutenants are paid at a flat rate.

*Job classification is eligible for longevity pay. See Table 35 for details.

Data effective July 1, 2014

CITY OF SAN DIEGO, CA 2014 TOTAL COMPENSATION SURVEY

1b - DETAILED SALARY DATA (UNADJUSTED)

Police Captain														
Organization Name	Matching Title	Workweek	Base Pay Range (excluding longevity)			Base Pay + Longevity Pay at Selected Years of Service								
			Minimum	Midpoint	Maximum	6 Months	1 Year	2 Years	3 Years	5 Years	10 Years	15 Years	20 Years	25 Years
City and County of San Francisco, CA	Police Captain*	40	\$187,954	\$187,954	\$187,954	\$187,954	\$187,954	\$187,954	\$187,954	\$187,954	\$187,954	\$187,954	\$187,954	\$191,713
City of Oakland, CA	Police Captain*	40	\$162,696	\$162,696	\$162,696	\$162,696	\$162,696	\$162,696	\$162,696	\$162,696	\$164,171	\$164,371	\$164,571	\$164,571
City of Anaheim, CA	Police Captain	40	\$151,486	\$159,245	\$167,003	\$151,486	\$159,058	\$167,003	\$167,003	\$167,003	\$167,003	\$167,003	\$167,003	\$167,003
City of Santa Ana, CA	Police Captain	40	\$146,676	\$158,238	\$169,800	\$146,676	\$154,008	\$161,712	\$169,800	\$169,800	\$169,800	\$169,800	\$169,800	\$169,800
City of Oceanside, CA	Police Captain	40	\$152,604	\$156,228	\$159,852	\$152,604	\$159,852	\$159,852	\$159,852	\$159,852	\$159,852	\$159,852	\$159,852	\$159,852
City of Riverside, CA	Police Captain	40	\$132,708	\$153,144	\$173,580	\$132,708	\$139,320	\$146,292	\$157,440	\$173,580	\$173,580	\$173,580	\$173,580	\$173,580
City of Los Angeles, CA	Police Captain I	40	\$136,430	\$148,468	\$160,505	\$136,430	\$143,988	\$152,090	\$160,505	\$160,505	\$160,505	\$160,505	\$160,505	\$160,505
City of San Jose, CA	Police Captain	40	\$133,349	\$147,701	\$162,053	\$133,349	\$140,016	\$147,017	\$154,368	\$162,053	\$162,063	\$162,063	\$162,063	\$162,063
City of Sacramento, CA	Police Captain	40	\$113,872	\$142,340	\$170,808									
City of Chula Vista, CA	Police Captain	40	\$126,281	\$139,888	\$153,495									
City of Carlsbad, CA	Police Captain	40	\$113,500	\$137,900	\$162,300									
City of Escondido, CA	Police Captain	40	\$113,412	\$133,260	\$153,108									
City of Long Beach, CA	Police Captain	40	\$118,944	\$132,882	\$146,820	\$125,496	\$125,496	\$132,168	\$139,416	\$146,820	\$146,820	\$146,820	\$146,820	\$146,820
City of Bakersfield, CA	Police Captain	40	\$117,351	\$129,992	\$142,632	\$117,351	\$123,211	\$129,370	\$135,851	\$142,632	\$142,632	\$142,632	\$142,632	\$142,632
City of El Cajon, CA	Police Captain	40	\$108,326	\$120,151	\$131,976	\$113,816	\$113,816	\$119,586	\$125,637	\$131,976	\$131,976	\$131,976	\$131,976	\$131,976
City of Fresno, CA	Police Captain	40	\$104,508	\$118,218	\$131,928	\$104,508	\$109,740	\$115,236	\$121,008	\$131,928	\$131,928	\$131,928	\$131,928	\$131,928
County of San Diego, CA - Sheriff's Office	Sheriff's Captain	42.5	\$104,666	\$117,539	\$130,412	\$109,903	\$109,903	\$115,406	\$121,174	\$130,412	\$130,412	\$130,412	\$130,412	\$130,412

Carlsbad, Chula Vista, Escondido, National City, and Sacramento Captains have an open range pay schedule with pay increases based on performance.

Sacramento Captains are eligible for longevity pay of \$100 at 20yrs and an additional \$200 at 25yrs, which is not included above. San Francisco Captains are paid at a flat rate.

*Job classification is eligible for longevity pay. See Table 35 for details.

Data effective July 1, 2014

CITY OF SAN DIEGO, CA 2014 TOTAL COMPENSATION SURVEY

1b - DETAILED SALARY DATA (UNADJUSTED)

Police Captain														
Organization Name	Matching Title	Workweek	Base Pay Range (excluding longevity)			Base Pay + Longevity Pay at Selected Years of Service								
			Minimum	Midpoint	Maximum	6 Months	1 Year	2 Years	3 Years	5 Years	10 Years	15 Years	20 Years	25 Years
City of National City, CA	Police Captain	40	\$64,923	\$100,498	\$136,073									
City of San Diego, CA Salary Data		40	\$115,877	\$127,328	\$138,778	\$115,877	\$126,755	\$132,642	\$138,778	\$138,778	\$138,778	\$138,778	\$138,778	\$138,778
Overall Participant Average			\$127,205	\$141,463	\$155,722	\$136,537	\$140,697	\$145,876	\$150,977	\$155,939	\$156,054	\$156,069	\$156,084	\$156,373
City of San Diego, CA as a % of Overall Participant Average			91%	90%	89%	85%	90%	91%	92%	89%	89%	89%	89%	89%

Carlsbad, Chula Vista, Escondido, National City, and Sacramento Captains have an open range pay schedule with pay increases based on performance.

Sacramento Captains are eligible for longevity pay of \$100 at 20yrs and an additional \$200 at 25yrs, which is not included above. San Francisco Captains are paid at a flat rate.

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Data effective July 1, 2014