

City of San Diego, CA

**2014 TOTAL COMPENSATION REPORT – REPRESENTED
POLICE POSITIONS**

November 6, 2014

FINAL REPORT

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City of San Diego, CA Total Compensation Survey Results – Represented Police Positions

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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%
<i>Market Average</i>			<i>1.58%</i>	<i>1.91%</i>	<i>2.09%</i>	<i>2.07%</i>
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>			<i>4.96%</i>
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	--
<i>Count of Yes</i>	<i>1 out of 18</i>	
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)
Count of Yes	4 out of 18	
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>	<i>12</i>	<i>12</i>	<i>12</i>	<i>14</i>	<i>17</i>	<i>18</i>	<i>20</i>	<i>22</i>	<i>22</i>	<i>22</i>	<i>22</i>
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>	<i>12</i>	<i>11</i>	<i>2</i>
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>	<i>35</i>	<i>35</i>	<i>35</i>	<i>37</i>	<i>40</i>	<i>41</i>	<i>43</i>	<i>44</i>	<i>45</i>	<i>45</i>	<i>45</i>
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
Market Average	\$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
<i>Market Average</i>	<i>\$625</i>	<i>\$1,150</i>	<i>\$995</i>	<i>\$1,204</i>	<i>\$57</i>	<i>\$326</i>	<i>\$178</i>	<i>\$274</i>
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
Market Average	\$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	\$9,809 ¹	\$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. *Job classification is eligible for longevity pay. See Table 35 for details. Data effective July 1, 2014