



**MAYOR KEVIN L. FAULCONER
CITY OF SAN DIEGO**

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NEWS RELEASE

City Takes New Steps to Fight Police Recruitment & Retention Issues

Mayor Releases Preliminary Findings on 2014 Police Compensation Report

SAN DIEGO – San Diego Mayor Kevin L. Faulconer, Police Chief Shelley Zimmerman and Police Officer Association President Brian Marvel today announced that the City is taking new steps to correct the City’s police department staffing issues by releasing a draft City of San Diego *2014 Total Compensation Report*.

Mayor Faulconer said, “This unfortunately confirms something that many of us already knew, but the process of correcting our recruitment and retention issues begins now. I’m hopeful that the facts and figures in this new report can help us identify problems and solutions.”

Chief Zimmerman said, “While the results of this report are troubling, the San Diego Police Officer Association remains committed to working with the Mayor, who recognizes the need to find the best solution to address our compensation shortfall. Ultimately, we know that better benefits and compensation will lead to a better police department and a safer San Diego.”

Officer Marvel said, “The results of the total compensation study illustrates our challenges, but I am grateful to Mayor Kevin Faulconer for producing a budget that includes funding to hire 172 more police officers this year. This study confirms we must immediately address these challenges as we move forward as a department to ensure we attract and retain the very best police officers who proudly serve our City.”

The *2014 Police Compensation Report* includes information on pay, ranges, compensation policies, paid leave programs and benefits offered to the City’s represented police positions. The report surveyed police departments in the following California areas:

- City of Anaheim
- City of Bakersfield
- City of Carlsbad
- City of Chula Vista
- City of El Cajon
- City of Escondido
- City of National City
- City of Oakland
- City of Oceanside
- City of Riverside
- City of Sacramento
- City and County of San Francisco

- City of Fresno
- City of Long Beach
- City of Los Angeles
- City of San Jose
- City of Santa Ana
- County of San Diego

The report identifies pay for police recruits, officers (I, II, and III), detectives, sergeants, lieutenants and captains. In sum, the report highlights (1) that overall compensation for the San Diego Police Department is in the lowest tier of the cities review at 85 to 87 percent of the averages and (2) San Diego is falling further behind other compared jurisdictions.

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