



**MAYOR KEVIN L. FAULCONER
CITY OF SAN DIEGO
SAN DIEGO POLICE DEPARTMENT
SANDIEGO POLICE OFFICERS ASSOCIATION**

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NEWS RELEASE

Mayor, SDPD and POA Jointly Release Compensation Report

Mayor Commits to Building Strong Police Department, Addressing Compensation Challenges

San Diego, CA – Today, Mayor Kevin L. Faulconer joined the San Diego Police Department and Police Officers Association in releasing the results of the City of San Diego [2014 Total Compensation Study](#), which finds that the city's market positions for police personnel ranks at or near the bottom of all surveyed cities in California.

Mayor Kevin L. Faulconer said, "Unfortunately, this report highlights a serious challenge that we all recognize and must overcome. I am committed to working with the San Diego Police Department and Police Officer's Association to find solutions to this issue that will keep our neighborhoods safe and uphold the highest standard of public safety for San Diego visitors, residents and families."

Chief Shelley Zimmerman, San Diego Police Department said, "Recruitment and retention is a significant issue facing the San Diego Police Department. The results of the total compensation study continues to illustrate our challenges. I am grateful to Mayor Kevin Faulconer that his budget, passed by the City Council, included funding for our Department to hire 172 police officers this year. In a very competitive market for police officers 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."

Brian Marvel, President of the San Diego Police Officers Association said, "This salary survey confirms what we've known for a long time -- San Diego police officers are at the bottom of the market when it comes to compensation. Our officers are aware of this fact, which is why nearly 300 officers hired since 2005 have left our department for other agencies -- at great expense to San Diego taxpayers. We look forward to working closely with the Mayor's office

and city leaders to develop a compensation package that will ensure our city is able to recruit and retain the finest police officers available.”

The study released today includes information on pay ranges, compensation policies, paid leave programs and benefits provided to the City’s represented police positions. The study surveyed a combination of cities and counties including Anaheim, Bakersfield, Carlsbad, Chula Vista, El Cajon, Escondido, Fresno, Long Beach, Los Angeles, National City, Oakland, Oceanside, Riverside, Sacramento, City and County of San Francisco, San Jose, Santa Ana, and County of San Diego.

To view the report, click here:
http://www.sandiego.gov/mayor/pdf/sdpd_repositions11614.pdf

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