

City of San Diego
Sworn Police Classifications Pay Scale As of July 1, 2019

Position	Class#	Step A		Step B		Step C		Step D		Step E	
		Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Biweekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly
Police Recruit	1697	\$24.59	\$1,967.20	\$25.70	\$2,056.00	\$26.95	\$2,156.00	\$28.34	\$2,267.20	\$29.65	\$2,372.00
Police Officer I	1692	\$28.90	\$2,312.00	\$30.25	\$2,420.00	\$31.77	\$2,541.60	\$33.24	\$2,659.20	\$34.88	\$2,790.40
Police Officer II	1693	\$36.87	\$2,949.60	\$38.65	\$3,092.00	\$40.48	\$3,238.40	\$42.57	\$3,405.60	\$44.55	\$3,564.00
Police Officer III	1695	\$38.71	\$3,096.80	\$40.56	\$3,244.80	\$42.52	\$3,401.60	\$44.68	\$3,574.40	\$46.78	\$3,742.40
Police Detective	1684	\$38.71	\$3,096.80	\$40.56	\$3,244.80	\$42.52	\$3,401.60	\$44.68	\$3,574.40	\$46.78	\$3,742.40
Police Sergeant	1696	\$44.74	\$3,579.20	\$46.94	\$3,755.20	\$49.21	\$3,936.80	\$51.64	\$4,131.20	\$54.09	\$4,327.20
Police Lieutenant	1683	\$57.24	\$4,579.20	\$59.81	\$4,784.80	\$62.59	\$5,007.20	\$65.51	\$5,240.80	\$68.52	\$5,481.60
Police Captain	1680	\$67.97	\$5,437.60	\$71.05	\$5,684.00	\$74.36	\$5,948.80	\$77.80	\$6,224.00	\$81.41	\$6,512.80

Add On Pay: (See Article 63 of POA MOU)

2-Wheel Motorcycle (Motor Pay)	3.5% of base rate
A.I.B.	4% of base rate
Admin. Assignment (Sgts Only)	5% of base rate
Air Support Trainers	3.5% of base rate
Bilingual Pay	3.5% of base rate
Bilingual Pay (Temporary)	3.5% of base rate
Canine Pay	3.5% of base rate
Canine Trainers	3.5% of base rate
Community Relations Officer	3.5% of base rate
Detective	5% of base rate
Emergency Negotiators	3.5% of base rate
F.T.O. Pay	5% of base rate
Flight Pay (Primary Pilot)	15% of base rate
Harbor Unit Pay	4% of base rate
In-Service Training Pay	3.5% of base rate
Mounted Patrol	3.5% of base rate
Mounted Patrol Trainers	3.5% of base rate
S.W.A.T. Team Pay	3.5% of base rate
S.W.A.T. Trainer	3.5% of base rate
S.W.A.T. Sniper	3.5% of base rate

Shift Differential: (See Article 62 of the POA MOU for details.)

2nd Shift *	3.8% of base rate	* POR, POI, POII in Step C or D (If majority of work hours fall after 1800 hrs, employee qualifies for 2nd Watch pay.)
3rd Shift **	5.3% of base rate	** POR, POI, POII in Step C or D (If majority of work hours fall after 2100 hrs, employee qualifies for 3rd Watch pay.)

Educational Incentive: (See Article 15 of the POA MOU for details)

Intermediate POST *	6% of base rate	* POR, POI, POII in Step C or D
Advanced POST **	8.5% of base rate	* POR, POI, POII in Step C or D

Notes:

Police Recruits start at D Step
Police Officer Is start at C Step
Police Officer IIs start at C Step
Sergeants, Lieutenants, and Captains start at D Step