

\* ALL PAYS START AT HIGHLIGHTED STEP \*

## City of San Diego Sworn Police Classifications Pay Scale As of January 1, 2020

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
<u>Police Recruit</u>	1697	\$25.82	\$2,065.60	\$26.99	\$2,159.20	\$28.30	\$2,264.00	<b>\$29.76</b>	<b>\$2,380.80</b>	\$31.13	\$2,490.40
<u>Police Officer I</u>	1692	\$30.35	\$2,428.00	\$31.76	\$2,540.80	<b>\$33.36</b>	<b>\$2,668.80</b>	\$34.90	\$2,792.00	\$36.62	\$2,929.60
<u>Police Officer II</u>	1693	\$38.71	\$3,096.80	\$40.58	\$3,246.40	<b>\$42.50</b>	<b>\$3,400.00</b>	\$44.70	\$3,576.00	\$46.78	\$3,742.40
<u>Police Officer III</u>	1695	\$40.65	\$3,252.00	\$42.59	\$3,407.20	\$44.65	\$3,572.00	\$46.91	\$3,752.80	<b>\$49.12</b>	<b>\$3,929.60</b>
<u>Police Detective</u>	1684	\$40.65	\$3,252.00	\$42.59	\$3,407.20	\$44.65	\$3,572.00	\$46.91	\$3,752.80	<b>\$49.12</b>	<b>\$3,929.60</b>
<u>Police Sergeant</u>	1696	\$46.98	\$3,758.40	\$49.29	\$3,943.20	\$51.67	\$4,133.60	<b>\$54.22</b>	<b>\$4,337.60</b>	\$56.79	\$4,543.20
<u>Police Lieutenant</u>	1683	\$60.10	\$4,808.00	\$62.80	\$5,024.00	\$65.72	\$5,257.60	<b>\$68.79</b>	<b>\$5,503.20</b>	\$71.95	\$5,756.00
<u>Police Captain</u>	1680	\$71.37	\$5,709.60	\$74.60	\$5,968.00	\$78.08	\$6,246.40	<b>\$81.69</b>	<b>\$6,535.20</b>	\$85.48	\$6,838.40

**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
<b>Longevity Pay</b>	<b>5% of base rate</b>
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