**City of San Diego**  
**Sworn Police Classifications Pay Scale As of July 1, 2021**

<table>
<thead>
<tr>
<th>Position</th>
<th>Class#</th>
<th>Step A</th>
<th>Step B</th>
<th>Step C</th>
<th>Step D</th>
<th>Step E</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Hourly</td>
<td>Bi-Weekly</td>
<td>Hourly</td>
<td>Bi-Weekly</td>
<td>Hourly</td>
</tr>
<tr>
<td>Police Recruit</td>
<td>1697</td>
<td>$26.65</td>
<td>$2,132.00</td>
<td>$27.85</td>
<td>$2,228.00</td>
<td>$29.21</td>
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<tr>
<td>Police Officer I</td>
<td>1692</td>
<td>$31.32</td>
<td>$2,505.60</td>
<td>$32.78</td>
<td>$2,622.40</td>
<td>$34.43</td>
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<tr>
<td>Police Officer II</td>
<td>1693</td>
<td>$39.95</td>
<td>$3,196.00</td>
<td>$41.88</td>
<td>$3,350.40</td>
<td>$43.86</td>
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<tr>
<td>Police Officer III</td>
<td>1695</td>
<td>$41.95</td>
<td>$3,356.00</td>
<td>$43.95</td>
<td>$3,516.00</td>
<td>$46.08</td>
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<tr>
<td>Police Detective</td>
<td>1684</td>
<td>$41.95</td>
<td>$3,356.00</td>
<td>$43.95</td>
<td>$3,516.00</td>
<td>$46.08</td>
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<td>Police Sergeant</td>
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<td>$3,878.40</td>
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<td>$4,069.60</td>
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<td>Police Lieutenant</td>
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<td>$4,961.60</td>
<td>$64.81</td>
<td>$5,184.80</td>
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<td>Police Captain</td>
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<td>$5,892.00</td>
<td>$76.99</td>
<td>$6,159.20</td>
<td>$80.85</td>
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</table>

**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
- Longevity Pay 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