

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

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
<b>Police Recruit</b>	1697	\$26.65	\$2,132.00	\$27.85	\$2,228.00	\$29.21	\$2,336.80	<b>\$30.71</b>	<b>\$2,456.80</b>	\$32.13	\$2,570.40
<b>Police Officer I</b>	1692	\$31.32	\$2,505.60	\$32.78	\$2,622.40	<b>\$34.43</b>	<b>\$2,754.40</b>	\$36.02	\$2,881.60	\$37.79	\$3,023.20
<b>Police Officer II</b>	1693	\$39.95	\$3,196.00	\$41.88	\$3,350.40	<b>\$43.86</b>	<b>\$3,508.80</b>	\$46.13	\$3,690.40	\$48.28	\$3,862.40
<b>Police Officer III</b>	1695	\$41.95	\$3,356.00	\$43.95	\$3,516.00	\$46.08	\$3,686.40	\$48.41	\$3,872.80	<b>\$50.69</b>	<b>\$4,055.20</b>
<b>Police Detective</b>	1684	\$41.95	\$3,356.00	\$43.95	\$3,516.00	\$46.08	\$3,686.40	\$48.41	\$3,872.80	<b>\$50.69</b>	<b>\$4,055.20</b>
<b>Police Sergeant</b>	1696	\$48.48	\$3,878.40	\$50.87	\$4,069.60	\$53.32	\$4,265.60	<b>\$55.96</b>	<b>\$4,476.80</b>	\$58.61	\$4,688.80
<b>Police Lieutenant</b>	1683	\$62.02	\$4,961.60	\$64.81	\$5,184.80	\$67.82	\$5,425.60	<b>\$70.99</b>	<b>\$5,679.20</b>	\$74.25	\$5,940.00
<b>Police Captain</b>	1680	\$73.65	\$5,892.00	\$76.99	\$6,159.20	\$80.85	\$6,446.40	<b>\$84.30</b>	<b>\$6,744.00</b>	\$88.22	\$7,057.60

**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*