

2017 TOTAL COMPENSATION SURVEY

DETAILED SURVEY NOTES
POLICE SWORN UNIT

Agency	Annual Salary (Max)	RETIREMENT & INCENTIVES						CERTIFICATION PAY					ADDITIONAL PAY					Comments	Total Amount	
		Retirement (Employer Share)		Health Coverage (Employer Share)*	Uniform Allow.	Education Incentive	Bilingual Pay	Longevity Pay	Intermediate P.O.S.T. Certification Pay	Advanced P.O.S.T. Certification Pay	Supervisory P.O.S.T. Certification Pay	If Capped, Max Amount %	If Capped, Max Amount \$	Field Training Officer	Shift Differential (Mid/Swing)	Shift Differential (Grave)	If Capped, Max Amount %			If Capped, Max Amount \$
		%	Amount																	
POLICE OFFICER																				
Chula Vista	91,555	0.0%	0	20,232	300	4,800	2,400	4,578	0	4,200	4,200	-	4,200	\$4.00 per hour when engaged as an FTO	2,080	4,160		4,160	POA will receive 2.5% effective 7/18 and 2% effective 7/19. Combo Education/Incent pay: • \$200 for an Associate's Degree • \$300 for a Bachelor's Degree or an Advanced/SUP POST • \$350 for a Bachelor's Degree and an Advanced/Supervisory POST • \$400 for a Master's Degree or higher	132,225
Escondido	86,268	0.0%	0	16,020	800	1,725	3,900	4,313	3,451	4,529	0	5.25%	4,529	4,313	1,725	3,451	10.00%	8,627		126,183
San Diego, County	93,262	2.3%	2,173	14,742	1,000	4,663	840	0	4,663	6,995	0	7.50%	6,995	0	0	0	0.00%	0	Agency paid retirement contribution will cease 06/2018	123,675
Oceanside	95,040	0.0%	0	15,777	700	0	3,598	3,000	3,141	4,909	0	-	4,909	1.70 HOURS OF EXTRA PAY AT THE EE'S REGULAR RATE OF PAY	0	0	0.00%	0		123,024
La Mesa	90,396	0.0%	0	16,255	700	0	720	0	4,099	8,198	0	-	8,198	4,520	0	1,808		6,328	Contract ends 6/30/2018. Employer Share of Health coverage costs increase on 1/1/2018 to \$16,736	122,597

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		%	Amount																	
National City	89,574	0.0%	0	14,190	900	0	3,583	0	1,791	6,270	0	-	6,270	2,687	1,791	3,583	5,374	5,374	Next salary increases scheduled for January 2018. Increase will be based on survey.	119,892
Coronado	93,183	0.0%	0	17,052	850	0	1,040.00	0	1,800	3,960	0	-	3,960	0	0	0	0.00%	0	Educational Incentives: POST Cert pay Intermediate - \$150/mo; Advanced - \$190/mo; Advanced with Assoc. Degree \$270/mo; and Advanced w BA or completion of 3 units each FY until ee obtains BA	116,085
Carlsbad	89,826	0.0%	0	17,664	700	0	1,040	0	3,952	5,668	0	-	5,668	0	0	0	0.00%	0		114,898
San Diego, City	75,941	0.0%	0	16,700	900	0	2,658	0	4,556	6,455	0	8.50%	6,455	3,797	2,886	4,025		7,822		110,476
El Cajon	82,763	0.0%	0	12,600	775	4,138	720	0	2,483	4,966	0	6.00%	4,966	2,100	0	0		2,100		103,924
MEDIAN	90,111	0.0%	0	16,137	788	0	1,720	0	3,296	5,317	0	-	5,317	2,394	0	904	-	3,130		121,244

*Health Coverage: Includes medical, dental and vision benefits. The amounts shown reflect family coverage (employee, plus 2 or more dependents).

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		%	Amount																	
POLICE SERGEANT																				
Chula Vista	115,969	0.0%	0	20,232	300	4,800	2,400	5,798	0	4,200	4,200	-	4,200	-	2,080	4,160	-	4,160	POA will receive 2.5% effective 7/18 and 2% effective 7/19. Combo Education/Incent pay: • \$200 for an Associate's Degree • \$300 for a Bachelor's Degree or an Advanced/SUP POST • \$350 for a Bachelor's Degree and an Advanced/Supervisory POST • \$400 for a Master's Degree or higher	157,859
Oceanside	122,184	0.0%	0	15,777	700	0	3,598	3,000	3,640	5,637	5,741	-	5,741	1.70 HOURS OF EXTRA PAY AT EE'S REGULAR RATE	0	0	-	0	City added a G step to salary schedule. 56 hour credit for holiday pay 1/1/2017-7/1/2017. TUITION REIMB 2,000 PER FISCAL YEAR	151,000
Escondido	112,872	0.0%	0	16,020	800	2,257	3,900	0	4,515	5,926	2,257	7.25%	8,183	0	2,257	4,515	4.00%	4,515		148,548
La Mesa	111,051	0.0%	0	16,255	700	0	720	0	5,036	10,073	0	-	10,073	5,553	0	2,221	7.00%	7,774	Contract ends 6/30/2018. Employer Share of Health coverage costs increase on 1/1/2018 to \$16,736	146,573

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		%	Amount																	
San Diego, County	112,644	2.3%	2,625	14,742	1,000	5,632	840	0	5,632	8,448	0	7.50%	8,448	0	0	0	0.00%	0	Agency paid retirement contribution will cease 06/2018	145,931
National City	111,439	0.0%	0	14,190	900	0	3,343	0	2,229	7,801	0	-	7,801	0	2,229	4,458	4%	4,458	Next salary increases scheduled for January 2018. Increase will be based on survey.	142,130
Carlsbad	114,644	0.0%	0	17,664	700	0	1,040	0	3,952	5,668	0	-	5,668	0	0	0	0.00%	0		139,716
San Diego, City	92,206	0.0%	0	16,700	900	0	3,227	0	5,532	7,838	0	-	7,838	4,610	3,504	4,887	-	9,497		130,368
Coronado	108,137	0.0%	0	17,052	850	0	0	0	1,800	3,960	0	-	3,960	0	0	0	0.00%	0		129,999
El Cajon	97,885	0.0%	0	12,600	775	4,894	720	0	2,937	5,873	0	6.00%	5,873	0	0	0	0.00%	0	Can only receive educational incentive OR POST incentive	117,853
MEDIAN	112,041	0%	0	16,137	788	0	1,720	0	3,796	5,899	0	-	6,837	0	0	1,111	-	2,080		144,031

*Health Coverage: Includes medical, dental and vision benefits. The amounts shown reflect family coverage (employee, plus 2 or more dependents).