

POA NEGOTIATIONS – CITY’S SALARY SURVEY (WITH LONGEVITY PAY)

Agency	Classification	Maximum Base Salary (Annual)	Holiday-in-Lieu	POST	Longevity Pay (@ 20 Years)	Uniform Allowance	Non-Pensionable Pays For Entire Union	Total Pay	
Santa Clara (City)	Police Officer	\$ 173,412.00	\$ 8,670.60	\$ 8,670.60	\$ 8,698.56	\$ 600.08		\$ 200,051.84	
San Francisco	Police Officer II	\$ 136,526.00	\$ 11,814.75	\$ 10,374.00	\$ 6,826.30	\$ 1,100.00		\$ 166,641.05	
City of San Jose	Police Officer	\$ 141,627.20	\$ -	\$ 11,445.25	\$ -	\$ 675.00	\$ 10,976.11	\$ 164,723.56	
Oakland	Police Officer	\$ 137,112.36	\$ 11,865.49	\$ 9,597.87	\$ 4,918.30	\$ 1,200.00		\$ 164,694.02	
Berkeley	Police Officer	\$ 132,620.80	\$ 6,631.04	\$ 9,283.46	\$ 10,609.66	\$ 1,400.00		\$ 160,544.96	
Fremont	Police Officer	\$ 134,763.96	\$ 6,738.20	\$ 6,738.20	\$ 3,369.10	\$ 1,750.00		\$ 153,359.46	
Daly City	Police Officer	\$ 130,753.48	\$ 9,806.51	\$ 9,152.78	\$ 1,199.90	\$ 1,000.00		\$ 151,912.67	
Antioch	Police Officer	\$ 123,684.00	\$ 10,703.42	\$ 6,184.20	\$ 9,276.30	\$ 1,140.00		\$ 150,987.92	
San Mateo (City)	Police Officer	\$ 135,441.60	\$ 6,772.08		\$ 6,772.08	\$ 999.96		\$ 149,985.72	
Santa Clara County	Deputy Sheriff	\$ 127,953.28	\$ 11,072.88	\$ 9,596.50	\$ -	\$ 1,235.00		\$ 149,857.66	
Alameda County	Deputy Sheriff II	\$ 128,315.20	\$ 8,143.08	\$ 7,698.91	\$ -	\$ 1,250.00		\$ 145,407.19	
San Mateo County	Deputy Sheriff	\$ 121,513.60	\$ 5,608.32	\$ 9,113.52	\$ 6,075.68	\$ 1,017.00		\$ 143,328.12	
Contra Costa County	Deputy Sheriff	\$ 118,820.40	\$ 8,911.53	\$ 5,941.02	\$ 8,317.43	\$ 872.00		\$ 142,862.38	
Richmond	Police Officer	\$ 116,016.00	\$ 7,808.77	\$ 8,701.20	\$ 8,121.12	\$ 800.00		\$ 141,447.09	
Hayward	Police Officer	\$ 122,636.80	\$ 8,253.46	\$ 9,197.76	\$ -	\$ 900.00		\$ 140,988.02	
Concord	Police Officer	\$ 112,465.60	\$ 9,732.60	\$ -	\$ 5,623.28	\$ 1,400.00		\$ 129,221.48	
Sunnyvale				No Comparable Classification					

Average without San Jose	\$ 130,135.67	\$ 8,835.52	\$ 7,875.00	\$ 5,320.51	\$ 1,110.94		\$ 152,752.64
Average with San Jose	\$ 130,853.89	\$ 8,283.30	\$ 8,113.02	\$ 4,987.98	\$ 1,083.69		\$ 153,500.82
San Jose vs. Average without San Jose	108.83%	0.00%	145.34%	0.00%	60.76%		107.84%

Additional Notes:	
San Jose	Non-Pensionable Pays includes 4% Retention & 3.75% CIT
San Mateo (City)	Longevity Pay reflects Master Officer II - Article 25(B) - which requires POST Advanced
San Francisco	Q-4 is the scale for POST Advanced. The difference between top step Q-4 and Q-2 (Police Officer) is reflected in POST column.
Concord	POST Advanced is a pre-requisite for Longevity Pay.
Santa Clara (City)	Step 5 is Top Step. Difference between Step 5 and Step 7 is reflected as Longevity Pay