

POA NEGOTIATIONS – CITY’S SALARY SURVEY (WITHOUT LONGEVITY PAY)

Agency	Classification	Maximum Base Salary (Annual)	Holiday-in-Lieu	POST	Uniform Allowance	Non-Pensionable Pays For Entire Union	Total Pay
Santa Clara (City)	Police Officer	\$ 173,412.00	\$ 8,670.60	\$ 8,670.60	\$ 600.08		\$ 191,353.28
San Francisco	Police Officer II	\$ 136,526.00	\$ 11,814.75	\$ 10,374.00	\$ 1,100.00		\$ 159,814.75
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	\$ 1,200.00		\$ 159,775.72
Berkeley	Police Officer	\$ 132,620.80	\$ 6,631.04	\$ 9,283.46	\$ 1,400.00		\$ 149,935.30
Fremont	Police Officer	\$ 134,763.96	\$ 6,738.20	\$ 6,738.20	\$ 1,750.00		\$ 149,990.36
Daly City	Police Officer	\$ 130,753.48	\$ 9,806.51	\$ 9,152.78	\$ 1,000.00		\$ 150,712.77
Antioch	Police Officer	\$ 123,684.00	\$ 10,703.42	\$ 6,184.20	\$ 1,140.00		\$ 141,711.62
San Mateo (City)	Police Officer	\$ 135,441.60	\$ 6,772.08		\$ 999.96		\$ 143,213.64
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	\$ 1,017.00		\$ 137,252.44
Contra Costa County	Deputy Sheriff	\$ 118,820.40	\$ 8,911.53	\$ 5,941.02	\$ 872.00		\$ 134,544.95
Richmond	Police Officer	\$ 116,016.00	\$ 7,808.77	\$ 8,701.20	\$ 800.00		\$ 133,325.97
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	\$ -	\$ 1,400.00		\$ 123,598.20
Sunnyvale	No Comparable Classification						

Average without San Jose	\$ 130,135.67	\$ 8,835.52	\$ 7,875.00	\$ 1,110.94		\$ 147,432.12
Average with San Jose	\$ 130,853.89	\$ 8,283.30	\$ 8,113.02	\$ 1,083.69		\$ 148,512.84
San Jose vs. Average without San Jose	108.83%	0.00%	145.34%	60.76%		111.73%

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