SURVEY REPORT

February 2008

California Department of Personnel Administration

Total Compensation Survey

Public Safety Classes

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California Department of Personnel Administration

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Executive Summary

The State of California Department of Personnel Administration (DPA) retained CPS Human Resource Services (CPS) to conduct a Total Compensation Survey relative to a variety of public safety benchmark classifications. In addition to base salary information, data was collected regarding employer costs of other components of employee compensation, including longevity pay, education incentives, uniform allowances, and other special pays; benefits such as health, dental and vision insurance; employer pickup of employee retirement contributions; and Social Security/Medicare. For purposes of this survey, the costs of all of these compensation components were combined to determine the Total Compensation offered to each benchmark classification by each survey respondent.

In California, thirty-seven cities and counties and the Federal Government were selected as survey respondents. Survey agencies were chosen to ensure adequate geographic representation, and to ensure that data was gathered from the major public employers in California. Data was collected on a statewide basis, and also broken down into four geographic regions: Northern California, the Bay Area, Central California, and Southern California. Outside of California, data was collected from ten other states and the Federal Government that were expected to have matches to the survey benchmark classifications.

The benchmark classifications were divided into three groups: the Patrol Group, the Corrections Group, and the Other Law Enforcement Group. The Patrol Group consisted of the Patrol Officer/State Trooper, Sergeant and Captain classes for California data collection. The class Regional/Division Chief was added for data collection outside of California. The Corrections Group consisted of the Correctional Officer, Correctional Sergeant and Correctional Captain classes for California data collection. The classes Warden and Parole Agent were added for data collection outside of California. The Other Law Enforcement Group consisted of the Investigator, Supervising Investigator, Criminalist and Park Ranger classes for California data collection. The classes Special Agent, Special Agent-in-Charge, and Fish and Game Warden were added for data collection outside of California.

CPS prepared a Total Compensation Survey instrument and distributed it to survey respondents on February 1, 2007, requesting data on compensation practices in effect as of January 1, 2007. In addition Memoranda of Understanding (MOU), salary and benefit schedules, and other compensation related policies and documents were obtained from respondents and used as data sources. Data collection was conducted through May 2007.

The table below presents a summary of the California data collected from survey respondents relative to the ten California benchmark classes. For each benchmark class the State of California maximum base salary and the median maximum base salary reported by survey respondents are shown, followed by the “State Relationship to Median” column which shows the percentage by which the State of California salary would have to be adjusted to equal the survey median maximum salary. If the State of California salary is above the median survey salary, a positive percentage is shown; if it is below, a negative percentage is shown. Similarly, the State of California maximum Total Compensation, the median maximum Total Compensation reported by survey respondents, and the percentage by which the State of California Total Compensation would have to be adjusted to equal the survey median maximum Total Compensation, are shown.

Summary of California Data

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Patrol Officer	$5,762	$5,632	2.26%	$8,512	$7,911	7.06%
Sergeant	$7,008	$7,177	-2.41%	$10,122	$9,455	6.59%
Captain	$10,837	$10,236	5.55%	$12,999	$13,184	-1.42%
Correctional Officer	$6,144	$4,890	20.41%	$7,770	$6,868	11.61%
Correctional Sergeant	$6,892	$6,401	7.12%	$8,624	$8,309	3.65%
Correctional Captain	$9,082	$9,552	-5.18%	$10,582	$12,665	-19.68%
Investigator	$5,705	$6,363	-11.52%	$7,102	$8,619	-21.37%
Supervising Investigator	$6,265	$7,559	-20.65%	$7,722	$10,056	-30.23%
Criminalist	$6,534	$7,135	-9.20%	$7,607	$8,621	-13.34%
Park Ranger	$4,786	$4,319	9.76%	$6,370	$5,994	5.90%

A review of this summary data reveals that the State of California maximum base salary is above the survey median maximum base salary for five of the ten benchmark classes; and below it for the other five classes. Most of the percentage differences are modest to moderate, but for one of the classes, Correctional Officer, the State of California base salary is significantly higher; and for the Supervising Investigator class, it is significantly lower.

Because public safety classes typically offer a variety of compensation components beyond base salary, Total Compensation is generally considered to be a more comprehensive and accurate vehicle for compensation comparisons. When Total Compensation is considered, the State of California maximum is above the survey median maximum Total Compensation for five classes, and below it for the other five classes. Most of the differences are modest to moderate, but for three classes, Correctional Captain, Investigator and Supervising Investigator, the State of California maximum Total Compensation is significantly lower.

The table below presents a summary of the data collected from survey respondents outside of California relative to the sixteen benchmark classes. Again, the State of California maximum base salary and maximum Total Compensation are compared to the median maximum base salary and median maximum Total Compensation reported by survey respondents for each benchmark class. The “State Relationship to Median” column presents the percentage by which the State of California base salary or Total Compensation would have to be adjusted to equal the survey median.

Summary of Non-California Data

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Patrol Officer	$5,762	$5,093	11.62%	$8,512	$7,018	17.55%
Sergeant	$7,008	$6,082	13.22%	$10,122	$8,150	19.48%
Captain	$10,837	$8,252	23.85%	$12,999	$10,192	21.59%
Regional/Divisional Chief	$13,533	$9,271	31.50%	$15,886	$11,077	30.27%
Correctional Officer	$6,144	$3,753	38.92%	$7,770	$5,540	28.69%
Correctional Sergeant	$6,892	$4,557	33.88%	$8,624	$6,227	27.80%
Correctional Captain	$9,082	$6,228	31.43%	$10,582	$7,703	27.21%
Warden	$10,433	$9,556	8.41%	$11,727	$11,038	5.88%
Parole Agent	$7,437	$4,904	34.06%	$9,115	$6,332	30.53%
Special Agent	$6,674	$5,957	10.74%	$8,114	$7,815	3.68%
Special Agent-in-Charge	$8,126	$6,554	19.35%	$9,566	$8,296	13.27%
Investigator	$5,705	$5,918	-3.73%	$7,102	$7,815	-10.04%
Supervising Investigator	$6,265	$6,336	-1.13%	$7,722	$8,138	-5.39%
Criminalist	$6,534	$5,493	15.93%	$7,607	$6,805	10.54%
Game Warden	$5,129	$4,925	3.98%	$6,663	$6,171	7.39%
Park Ranger	$4,786	$4,061	15.15%	$6,370	$5,379	15.56%

As expected, State of California maximum base salaries are moderately to significantly above the median maximum base salary reported by survey respondents for all but two of the benchmark classes. When Total Compensation is considered, the State of California remains above the median maximum Total Compensation reported by survey respondents for fourteen of the sixteen benchmark classes, typically significantly above them. State of California Total Compensation exceeds survey respondent Total Compensation very significantly within both the Corrections Group and Patrol Group classes.

The report that follows presents the detailed findings of this survey, including more extensive discussion of the survey findings, specific data reported by each survey respondent for each benchmark class, geographic data breakdowns, and appendices that include the specific compensation practices and policies reported by survey respondents.

I – Survey Introduction and Methodology

On behalf of the State of California Department of Personnel Administration (DPA) CPS Human Resource Services (CPS) conducted a Total Compensation Survey relative to a variety of public safety related benchmark classifications. A Total Compensation Survey seeks data with regard to all the key components of compensation in order to quantify the total value of those components and facilitate comparisons of the complete compensation packages offered by various employers.

In the case of public safety related classifications, there are often numerous compensation components beyond base salary that are commonly offered to employees. These may include additional compensation for obtaining specific education or training, or for work related activities conducted before and/or after regular shifts and during normal meal periods and breaks, or for a variety of other reasons. For this Total Compensation Survey, the following data elements were gathered from survey respondents and used to determine the Total Compensation provided to each benchmark class.

- Minimum and maximum base salary
- Longevity pay offered to employees at the twenty-year service level
- Education pay offered to employees for obtaining a college degree and/or Peace Officer Standards and Training certifications (data was collected for pay incentives offered for the most commonly attained education level - a Bachelor's degree - rather than a Master's degree and other infrequently attained levels)
- Other pay typically offered to all members of the class, including meal time pay, roll call pay, etc.
- Uniform allowances
- Employer contributions for health, dental and vision insurance, or for a cafeteria benefit plan
- Employer pickup of the employee retirement contribution, if any
- Employer contributions to employee deferred compensation accounts
- Employer contributions to Social Security/Medicare

The combination of all of these compensation components typically exceeds the level of the base salary range quite substantially, and constitutes the Total Compensation offered to employees.

Total Compensation data was sought primarily within California, but data was also gathered from employers outside of the State. In California, data was sought from thirty-seven cities and counties and the Federal Government, and presented on both a statewide basis and broken down into four geographic regions as shown below.

California Survey Agencies	
Region	**Agencies**
Northern California	City of Redding City of Roseville City of Sacramento County of Mendocino County of Placer County of Sacramento County of Sutter Federal Government
Bay Area	City of Oakland City of San Jose City/County of San Francisco County of Alameda County of Contra Costa County of Santa Clara Federal Government
Central California	City of Bakersfield City of Fresno City of Modesto City of Stockton County of Fresno County of Kern County of Merced County of San Joaquin County of San Luis Obispo County of Stanislaus Federal Government
Southern California	City of Anaheim City of Chula Vista City of Long Beach City of Los Angeles City of Riverside City of San Diego City of Santa Ana County of Imperial County of Los Angeles County of Orange County of Riverside County of San Bernardino County of San Diego County of Ventura Federal Government

Note that Federal Government data was included in each regional breakdown, including any geographic differential provided to Federal employees in that region, in order to provide an accurate reflection of the regional public sector labor market, in which the Federal Government is a significant employer. Federal government data, without any geographic differential, was included only once within the display of statewide data.

Also note that the County of Imperial was the only survey respondent for which data could not be validated adequately for any survey benchmark class. Therefore, while the County appears in the table above, it does not appear in the data spreadsheets that are presented in the appendices to this report.

Outside of California data was collected from the Federal Government and ten states as listed below.

Non-California Survey Agencies	
State of Arizona	State of Oregon
State of Florida	State of Pennsylvania
State of Illinois	State of Texas
State of Nevada	State of Washington
State of New York	Federal Government
State of Ohio	

The non-California data was gathered with the knowledge and expectation that California compensation levels would tend to exceed those of most other states for a variety of reasons, including basic cost of living differences. However, it was felt that the data could be informative with regard to general compensation practices in other states, and with regard to the relative compensation levels of various benchmark classes as compared to those compensation relationships in California.

Ten benchmark classes were included in this Total Compensation Survey for California data collection, and sixteen classes for data collection outside of California. They were divided into three groups: the Patrol Group, the Corrections Group, and the Other Law Enforcement Group. The Patrol Group consisted of the Patrol Officer/State Trooper, Sergeant and Captain classes for California data collection. The class Regional/Division Chief was added for data collection outside of California. The Corrections Group consisted of the Correctional Officer, Correctional Sergeant and Correctional Captain classes for California data collection. The classes Warden and Parole Agent were added for data collection outside of California. The Other Law Enforcement Group consisted of the Investigator, Supervising Investigator, Criminalist and Park Ranger classes for California data collection. The classes Special Agent, Special Agent-in-Charge, and Fish and Game Warden were added for data collection outside of California.

The next section of this report provides description and discussion of each of these benchmark classes.

CPS prepared Total Compensation Survey instruments that were distributed to survey respondents on February 1, 2007, requesting data on compensation rates and practices in effect as of January 1, 2007. A sample of the Survey Instrument appears as Appendix 5 to this report.

In addition to the completed Survey Instruments provided by survey respondents, CPS gathered other documents such as Memoranda of Understanding (MOU), salary and benefit schedules, compensation polices, etc. that were used as sources for identifying the detailed compensation practices and policies of respondents. Data Collection Forms were developed and used by CPS consultants to ensure that comprehensive, consistent data was gathered from each respondent to the maximum possible extent. A sample Data Collection Form appears as Appendix 6 to this report. Data collection was conducted through May 2007.

Since this was a Total Compensation Survey, its key results include the State of California Total Compensation for each benchmark class, compared to the Total Compensation reported by survey respondents for each benchmark class. In making those comparisons, the State of California maximum Total Compensation, and the median maximum Total Compensation reported by respondents served as the data comparison point. The median represents the midpoint of the data – the point at which there are an equal number of higher and lower maximum Total Compensation amounts that were reported by survey respondents.

Note that there has been no weighting or statistical manipulation of the survey data. This survey gathered the actual base salary and Total Compensation provided to the benchmark classes by specific California and non-California public employers. This report presents comparisons of that data, on statewide, regional and non-California bases, to the actual base salary and Total Compensation offered to those classes by the State of California. No weighting or statistical manipulation of the survey data is required in making these types of comparisons.

The summary tables presented in this report also include the State of California maximum base salary for each benchmark class compared to the median maximum base salary reported by survey respondents for each benchmark class. However, because of the prevalence of compensation components beyond base salary among public safety classifications, Total Compensation is considered to be a more reliable and accurate method of making compensation comparisons.

In these tables the relationship of the State of California and survey respondent base salary and Total Compensation data is presented as a percentage in the “State Relationship to Median” column. The number shown is the percentage by which the State of California base salary or Total Compensation would have to be adjusted to equal the survey median. If the State of California base salary or Total Compensation is higher than the survey median, a positive percentage is shown; if it is lower, a negative percentage is shown.

Appendices 1 through 4 to this report contain a great deal of detailed data gathered in this Total Compensation survey, including the specific compensation data reported by each survey respondent for each benchmark classification; and other information not included in the Total Compensation spreadsheet, such as work week schedule practices, retirement policies, and policies regarding retiree health benefits, of survey respondents. For information purposes, the detailed data included in Appendices 1 through 3 also compares the mean, or average, State of California maximum base salary and maximum Total Compensation to the mean maximum base salary and Total Compensation reported by survey respondents for each benchmark class.

II – Discussion of Benchmark Classes

This Total Compensation Survey involved sixteen public safety related benchmark classes, divided into three groups: the Patrol Group, the Corrections Group, and the Other Law Enforcement Group.

The Patrol Group

The **Patrol Officer/State Trooper** benchmark class is a sworn peace officer, journey level class responsible for performing the full range of police duties. The State of California match to this benchmark is the class Officer, California Highway Patrol. Cities and counties in California would be expected to match their journey level Police Officer and Deputy Sheriff classes, respectively, to this benchmark. Outside of California, matches were sought from state level law enforcement organizations similar to the California Highway Patrol, making the journey level State Trooper class the expected match in other states. Since there is no Federal Government police agency that includes similar patrol functions among its core responsibilities, no Federal Government match to this benchmark was anticipated.

The **Sergeant** benchmark class in the Patrol Group is the sworn peace officer, first level supervisor over Patrol Officers. The State of California match to this benchmark is the class Sergeant, California Highway Patrol. The Sergeant level in the law enforcement agencies that matched their journey level officer to the Patrol Officer/State Trooper benchmark is the expected match to this class.

The **Captain** benchmark class in the Patrol Group is the sworn peace officer, third level supervisor/manager over Patrol Officers. The State of California match to this benchmark is the class Captain, California Highway Patrol. The Captain level in the law enforcement agencies that matched their journey level officer to the Patrol Officer/State trooper benchmark is the expected match to this class.

The **Regional/Division Chief** benchmark class is the sworn peace officer, managerial level responsible for a substantial geographic or programmatic region or division of a large law enforcement agency. The State of California match to this benchmark is the class Chief, California Highway Patrol. Because the statewide responsibilities of the California Highway Patrol create geographic management challenges not faced by most local law enforcement agencies in California, this benchmark class was included only for data collected outside of California.

The Corrections Group

The **Correctional Officer** benchmark class is a journey level, peace officer class deployed in a prison or jail setting and assigned primary responsibility for inmate custody, supervision and control. The State of California match to this benchmark is the class Correctional Officer. In California, counties typically operate the local government jail facilities, through the county Sheriff's Department; cities rarely operate substantial jails or detention centers. As a result, counties were the survey respondents for this benchmark class within California.

Of the twenty California counties reporting matches to this benchmark, seven utilize the same Deputy Sheriff classification that is used for patrol duties to perform the Correctional Officer

function. In the other thirteen counties, specific corrections related classifications are utilized to perform the primary Correctional Officer duties. These classifications are typically lower level deputy classifications within the Sheriff's Department. The specific matches for each responding county can be found within Appendices 1 and 2.

Outside of California, matches to all of the benchmark classes within the Corrections Group were sought from classifications used within the prison/penitentiary system of each state and the Federal Government.

The **Correctional Sergeant** benchmark class is the first level supervisor, peace officer class responsible for inmate custody, supervision and control in a jail or prison setting. The State of California match to this benchmark is the class Correctional Sergeant. As with the Correctional Officer benchmark, counties were the survey respondents to this benchmark within California. Also as with the Correctional Officer benchmark, a majority of the responding counties are utilizing specific, corrections related classifications within the Sheriff's Department to perform the Correctional Sergeant function, classifications that are at a lower level than the sergeant classification assigned to the patrol function.

The **Correctional Captain** benchmark class is the third level supervisor/manager in the jail or prison setting. The State of California match to this benchmark is the class Correctional Captain. Unlike the Correctional Officer and Correctional Sergeant benchmark classes, most responding counties use the same Captain classification for this level of correctional function management as is used within the Sheriff's Department to manage patrol functions.

The **Warden** benchmark class is the position with overall management responsibility for a prison facility. The State of California match to this benchmark is the class Warden. It was determined that overall management of a county jail within a Sheriff's Department would not represent a comparable position in most cases within California. As a result, this benchmark class was included only for data collected outside of California relative to other state and the Federal Government prison/penitentiary systems.

The **Parole Agent** benchmark class is the sworn peace officer, journey level position assigned responsibility for supervision and oversight of individuals who have been paroled from a prison or penitentiary system. The State of California match to this benchmark is the Parole Agent class. It was determined that the class of probation officer within California counties would not represent a position comparable to Parole Agent in most cases. As a result, this benchmark class was included only for data collected outside of California relative to the supervision of parolees from other state and the Federal Government prison/penitentiary systems.

The Other Law Enforcement Group

The **Investigator** benchmark class is a sworn peace officer, journey level class responsible for independently conducting difficult investigations of alleged violations of law. The State of California utilizes numerous Investigator classifications and class series, including a generalist series and many series that are specific to individual State Agencies and types of investigative work. Some of these are not sworn peace officers classifications. These series typically have multiple journey level classes that provide for entry, regular journey level, and advanced journey level duties. Among the various State of California Investigator class series, responsibility for independently conducting difficult investigations is often assigned to the class at the level of the Senior Special Investigator class in the State of California generalist Investigator series.

Within California cities and counties, the classes expected to be matched to a sworn peace officer, journey level Investigator benchmark would be the classes used for employees assigned investigative duties within a Police Department or Sheriff's Department, or investigators within a District Attorney's Office. These Investigator classes would generally be used to investigate a wide variety of alleged crimes, including violent criminal activity. The specific Investigator benchmark matches for each responding city and county can be found in Appendices 1 and 2.

Based on these circumstances and considerations, the most appropriate State of California match to the Investigator benchmark was determined to be the Senior Special Investigator class.

Outside of California matches were sought of classes typically used within state and Federal operating agencies and assigned responsibility for investigating alleged violations of law.

The **Supervising Investigator** is the sworn peace officer, first level supervisor of Investigators who are independently performing difficult investigations of alleged violations of law. The State of California match to this benchmark is the Supervising Special Investigator I class. Within California matches to this benchmark are expected to come from classes assigned first level supervisory responsibility over sworn peace officer employees performing investigations within a Police Department, Sheriff's Department or District Attorney's Office.

Outside of California matches were sought of classes typically used within state and Federal operating agencies and assigned responsibility for first level supervision of employees responsible for investigating alleged violations of law.

The **Special Agent** benchmark is the sworn peace officer, journey level position responsible for independently performing the most complex and sensitive investigations, including the most difficult criminal investigations, and often involving the coordination of the activities of other law enforcement agencies. Investigations assigned to the Special Agent benchmark class are typically considered to be at a higher level than those assigned to the Investigator benchmark class. Within the State of California this benchmark is used within the Attorney General's Office/Department of Justice. The State of California match to this benchmark is the Special Agent, Department of Justice class.

California cities and counties generally use a single Investigator classification and series to perform journey level investigations within a Police Department, Sheriff's Department or District Attorney's Office. They generally do not utilize a separate classification or series for investigations that are considered exceptionally complex or difficult. As a result, it was not expected that matches to the Special Agent benchmark would be reported by California cities and counties, and this benchmark was included only for data collected outside California from state and Federal level agencies having broad investigative authority and responsibility, such as the Federal Bureau of Investigation.

The **Special Agent-in-Charge** benchmark class is a sworn peace officer, management position responsible for overseeing a geographic or programmatic area staffed with Special Agents. The State of California match to this benchmark is the Special Agent-in-Charge, Department of Justice class. As with the Special Agent benchmark, this benchmark was included only for data collected outside of California from state and Federal level agencies having broad investigative authority and responsibility, such as the Federal Bureau of Investigation.

The **Criminalist** benchmark class is a journey level, forensic scientist classification capable of performing a wide variety of scientific evidence analyses in support of investigations, documenting the results of those analyses, and testifying in court as to those results. Criminalists are primarily forensic scientists rather than crime scene or evidence technicians. The State of California match to this benchmark is the Senior Criminalist class. Some, but not all, California cities and counties maintain their own crime or evidence analysis laboratories. Those cities and counties would be expected to use classifications that are matches to the Criminalist benchmark.

Outside of California, state and Federal level crime or evidence analysis laboratories would also be expected to have classes matching this benchmark.

The **Park Ranger** benchmark class is a sworn peace officer, journey level position performing resource protection and law enforcement duties in a park/public lands setting. The State of California match to this benchmark is the State Park Ranger class. While many California cities and counties utilize natural resource officer or park technician classifications, relatively few of them have sworn peace officer status. Therefore, relatively few matches to this benchmark are expected from data collected within California.

Outside of California, state and Federal level agencies having state or national park oversight responsibilities would be expected to have matches to the Park Ranger benchmark class.

The **Fish and Game Warden** benchmark is a sworn peace officer, journey level position responsible for the prevention of violations and enforcement of laws relating to fish, wildlife and their habitats. The State of California match to this benchmark is the class Fish and Game Warden.

In California, the enforcement of fish and wildlife related laws is primarily a state level responsibility. As a result, cities and counties would not be expected to utilize sworn peace officer classifications that are a match to this benchmark. This benchmark was included only for data collection outside of California from state and Federal level agencies having fish and wildlife protection and enforcement responsibilities.

III – California Statewide Survey Results

The statewide summary results of this Total Compensation Survey are presented below by benchmark classification group. The detailed survey responses by benchmark class and by responding agency can be found within Appendix 1 to this report.

A. Patrol Group

The table below presents the summary of the data collected within California relative to the Patrol Group classes. This data was provided by the thirty-six California cities and counties that were survey respondents.

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Patrol Officer	$5,762	$5,632	2.26%	$8,512	$7,911	7.06%
Sergeant	$7,008	$7,177	-2.41%	$10,122	$9,455	6.59%
Captain	$10,837	$10,236	5.55%	$12,999	$13,184	-1.42%

The maximum Total Compensation of the State of California Patrol Officer and Sergeant, California Highway Patrol classes is moderately higher than the median maximum Total Compensation reported by survey respondents for those benchmark classes.

Note that the Patrol Officer and Sergeant, California Highway Patrol classes receive several California pay differentials, in addition to longevity and education pay, that do not appear in the base salary range of those classes. These compensation components appear as “Other Cash” in the detailed data spreadsheets that appear in Appendices 1 – 3.

These pay differentials increase the State of California Total Compensation of those classes by approximately an additional 10%, and account for the change in the State relationship to the median percentage between the base salary and Total Compensation data for the Patrol Officer and Sergeant benchmark classes. This circumstance underscores the necessity of considering Total Compensation in evaluating relative compensation levels when public safety classes are involved.

B. Corrections Group

The table below presents the summary of the data collected in California relative to the Corrections Group classes. Twenty California counties and the Federal Government provided this data.

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relation-ship to Median
Correctional Officer	$6,144	$4,890	20.41%	$7,770	$6,868	11.61%
Correctional Sergeant	$6,892	$6,401	7.12%	$8,624	$8,309	3.65%
Correctional Captain	$9,082	$9,552	-5.18%	$10,582	$12,665	-19.68%

This data reveals that the maximum Total Compensation of the State of California class, Correctional Officer, exceeds the median maximum Total Compensation reported by survey respondents for the Correctional Officer benchmark by 11.61%. Note that the percentage of salary differential has decreased between the base salary and Total Compensation data for this benchmark class. This is because Sheriff's Departments are responsible for jails in California, and the sworn peace officer employees of those departments tend to receive a variety of components of compensation beyond base salary, even though the specific county may be utilizing a classification lower than its Deputy Sheriff classification to perform Correctional Officer duties. Again, this underscores the importance of considering Total Compensation when comparing compensation levels, particularly in the public safety area.

Also note the trend reflected in the Total Compensation State relationship to median percentages between the Correctional Officer, Correctional Sergeant, and Correctional Captain benchmark classes. While numerous Sheriff's Departments utilize a journey level class to perform Correctional Officer duties that is lower than their journey level Patrol Officer class, this tendency decreases with movement up the chain of command and assignment of responsibility for providing supervision and management at the Sergeant and Captain levels.

For the Correctional Sergeant benchmark, the State of California class maximum Total Compensation exceeds that reported by survey respondents by a modest 3.65%. The reduction in the percentage difference compared to the Correctional Officer benchmark data, results from the fact that some Sheriff's Departments that utilize a class at a lower level than their Deputy Sheriff to perform Correctional Officer duties, utilize their regular Sheriff's Sergeant classification for first line supervision within the jail. Since the Sheriff's Sergeant class tends to be more highly compensated, the percentage differential between the State of California class and the survey data decreases for this benchmark.

This circumstance is much more prevalent at the Correctional Captain benchmark level. The vast majority of responding counties utilize their regular Sheriff's Captain classification to provide this level of management within their jails. (Note how much higher the median maximum Total Compensation for the Correctional Captain class is than the Correctional Sergeant class, as reported by California county respondents.) As a result, the data shows the State of California Correctional Captain Total Compensation 19.68% below the survey median maximum Total Compensation for the Correctional Captain benchmark class.

C. Other Law Enforcement Group

The table below presents the summary of the data collected in California relative to the Other Law Enforcement Group classes. While nearly all survey agencies reported matches to the Investigator and Supervising Investigator benchmark classes, approximately half of the agencies reported Criminalist benchmark matches, and only a handful reported matches to the Park Ranger benchmark class.

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Investigator	$5,705	$6,363	-11.52%	$7,102	$8,619	-21.37%
Supervising Investigator	$6,265	$7,559	-20.65%	$7,722	$10,056	-30.23%
Criminalist	$6,534	$7,135	-9.20%	$7,607	$8,621	-13.34%
Park Ranger	$4,786	$4,319	9.76%	$6,370	$5,994	5.90%

The Total Compensation of the State of California matches to the Investigator and Supervising Investigator benchmarks (Senior Special Investigator and Supervising Special Investigator I, respectively) is below the survey median maximum Total Compensation for these benchmark classes by a significant margin, 21.37% and 30.23%, respectively.

Some caution should be taken with regard to this data. As noted above, the State of California utilizes a large number of Investigator classifications and series. Most of these classes have been designed for use within a specific State Agency, and have a specific investigative area as their primary focus. (While some of these State of California classifications are not sworn peace officers, the benchmark Investigator class described in this Total Compensation Survey is a sworn peace officer.) In determining matches to the Investigator and Supervising Investigator benchmarks, survey respondents, as expected, looked to classifications used within the investigative units of their Police Departments, Sheriff's Departments, and District Attorney's Offices. Investigator classes in those organizations tend to be assigned a very wide range of investigative duties, including those involving serious and violent crimes. As a result, it was expected that the median maximum Total Compensation reported by respondents for the Investigator and Supervising Investigator benchmark classes would be higher than the State of California classes matched to these benchmarks. This should be taken into consideration when reviewing the Investigator and Supervising Investigator survey data.

Matches to the Criminalist benchmark class were reported by eighteen California cities and counties. The data shows that the State of California class (Senior Criminalist) Total Compensation is 13.34% below the median maximum Total Compensation reported by respondents for the Criminalist benchmark class.

There were only six California cities and counties that reported having a sworn peace officer classification matching the Park Ranger benchmark class description. As a result of this limited data, considerable caution should be taken in interpreting the survey results relative to the Park Ranger benchmark class.

IV – California Regional Survey Results

The tables below present summaries of the data collected within California, broken down into four geographic regions. The survey data included in each table represents the data collected from the survey respondents within each specific region, as presented above in the listing of California Survey Agencies. The purpose of breaking down the data regionally is to identify any significant differences between statewide and regional survey results, which may be attributed to regional cost of living or other geographic factors that could affect the State of California's relative Total Compensation position in the regional labor market. Detailed survey results by benchmark classification, by region, by survey respondent can be found in Appendix 2 to this report.

Note that the regional State of California Total Compensation for some benchmark classes may differ from the Total Compensation reported in the tables above that present the summary of statewide survey results. This stems from the fact that the State of California offers a number of geographic pay differentials to several of the benchmark classes, typically to enhance recruitment and retention of employees within a particular region. This additional compensation appears as the "Regional Adjustment" in the detailed survey results presented in Appendix 2.

Also note that, for some benchmark classes, breaking down the data regionally reveals few matches reported by respondents for those classes in a particular region. For example, there are only two reported matches for the Park Ranger benchmark class in each of the Northern California, Bay Area and Central California regions. In those cases caution should be taken in reviewing and interpreting the data.

A. Northern California Region

The table below presents a summary of the data collected from survey respondents within the Northern California region.

Northern Region						
Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Total Compensation	Survey Median Total Compensation	State Relationship to Median
Patrol Officer	$5,762	$5,125	11.06%	$8,512	$7,385	13.24%
Sergeant	$7,008	$6,013	14.20%	$10,122	$9,180	9.31%
Captain	$10,837	$8,629	20.37%	$12,999	$11,958	8.01%
Correctional Officer	$6,144	$4,366	28.94%	$7,770	$6,010	22.64%
Correctional Sergeant	$6,892	$4,984	27.69%	$8,624	$7,540	12.57%
Correctional Captain	$9,082	$8,251	9.15%	$10,582	$11,054	-4.46%
Investigator	$5,705	$5,710	-0.08%	$7,102	$8,027	-13.03%
Supervising Investigator	$6,265	$7,041	-12.39%	$7,722	$9,861	-27.70%
Criminalist	$6,534	$6,963	-6.57%	$7,607	$8,565	-12.59%
Park Ranger	$4,786	$4,662	2.59%	$6,370	$6,068	4.75%

A comparison of this Northern California data to the statewide data above reveals that the State of California Total Compensation levels compare more favorably to the Total Compensation levels reported by survey respondents in this region. The State of California maximum Total Compensation for six of the benchmark classes is higher than the median maximum Total Compensation of respondents, including the Patrol Captain class. The State of California maximum Total Compensation for the other four benchmark classes is lower than the median maximum Total Compensation of respondents, but by a decreased margin when compared to the statewide data. Most of these variations result in a modest to moderate difference in the Total Compensation "State Relationship to Median" column, compared to the statewide data.

B. Bay Area Region

The table below presents a summary of data collected from survey respondents within the Bay Area region.

Bay Area Region						
Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Total Compensation	Survey Median Total Compensation	State Relationship to Median
Patrol Officer	$5,762	$7,171	-24.44%	$8,512	$9,109	-7.01%
Sergeant	$7,008	$8,315	-18.65%	$10,122	$10,348	-2.24%
Captain	$10,837	$11,555	-6.63%	$12,999	$14,181	-9.09%
Correctional Officer	$6,144	$6,266	-1.99%	$7,945	$8,175	-2.90%
Correctional Sergeant	$6,892	$7,700	-11.72%	$8,799	$9,967	-13.27%
Correctional Captain	$9,082	$10,459	-15.16%	$10,582	$13,052	-23.34%
Investigator	$5,705	$7,949	-39.33%	$7,102	$9,870	-38.98%
Supervising Investigator	$6,265	$8,904	-42.12%	$7,722	$11,221	-45.32%
Criminalist	$6,534	$7,444	-13.93%	$7,607	$9,294	-22.18%
Park Ranger	$4,786	$5,704	-19.17%	$6,670	$7,361	-10.36%

The State of California maximum Total Compensation levels are below the median maximum Total Compensation levels reported by Bay Area region survey respondents for every benchmark class, a significant variation from the statewide data. For most benchmark classes the variation from the statewide data is in the moderate to significant range. Since the Bay Area is recognized as a very high cost area, this result is not unexpected, although the magnitude of the difference in the data suggests that further review and analysis is needed to determine the appropriate State of California compensation policy for this region.

C. Central California Region

The Table below presents a summary of data collected from survey respondents within the Central California region.

Central Region						
Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Total Compensation	Survey Median Total Compensation	State Relationship to Median
Patrol Officer	$5,762	$4,191	27.27%	$8,512	$7,220	15.18%
Sergeant	$7,008	$6,582	6.08%	$10,122	$8,628	14.76%
Captain	$10,837	$9,657	10.89%	$12,999	$11,461	11.83%
Correctional Officer	$6,144	$4,270	30.50%	$7,770	$5,967	23.20%
Correctional Sergeant	$6,892	$5,348	22.40%	$8,624	$7,283	15.55%
Correctional Captain	$9,082	$8,289	8.73%	$10,582	$11,469	-8.38%
Investigator	$5,705	$5,845	-2.45%	$7,102	$8,151	-14.78%
Supervising Investigator	$6,265	$6,961	-11.11%	$7,722	$9,120	-18.10%
Criminalist	$6,534	$6,524	0.15%	$7,607	$8,316	-9.32%
Park Ranger	$4,786	$4,235	11.52%	$6,370	$5,588	12.28%

Similar to the Northern California region data, for each benchmark class the State of California maximum Total Compensation compares more favorably to the Total Compensation reported by survey respondents in the Central California region than to the statewide data. State of California Total Compensation is higher for six benchmark classes, and lower for the other four in the Central California region. Most of the variations in the Total Compensation "State Relationship to Median" column are in the modest to moderate range when compared to the statewide Total Compensation data.

Again note that there were few matches reported in this region for some benchmark classes (Criminalist - 3; Park Ranger - 2), so caution should be taken in interpretation of the survey results in those cases.

D. Southern California Region

The table below presents a summary of data collected from survey respondents within the Southern California region.

Southern Region						
Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Total Compensation	Survey Median Total Compensation	State Relationship to Median
Patrol Officer	$5,762	$6,110	-6.04%	$8,512	$8,112	4.70%
Sergeant	$7,008	$7,571	-8.03%	$10,122	$9,952	1.68%
Captain	$10,837	$11,775	-8.66%	$12,999	$13,778	-5.99%
Correctional Officer	$6,144	$5,469	10.99%	$7,770	$7,149	7.99%
Correctional Sergeant	$6,892	$7,031	-2.01%	$8,624	$9,241	-7.16%
Correctional Captain	$9,082	$9,926	-9.29%	$10,582	$13,107	-23.86%
Investigator	$5,705	$6,807	-19.31%	$7,102	$8,951	-26.04%
Supervising Investigator	$6,265	$7,968	-27.18%	$7,722	$10,447	-35.29%
Criminalist	$6,534	$7,278	-11.39%	$7,607	$8,672	-14.00%
Park Ranger	$4,786	$4,518	5.60%	$6,670	$6,140	7.94%

A moderate degree of variation between the regional data and the statewide data occurs with the Southern California data. Most variations in the State of California and survey respondent Total Compensation "State Relationship to Median" column are less than 5%. However, unlike the statewide data, the State of California Total Compensation for the Correctional Sergeant class is lower than the median maximum Total Compensation reported by respondents within this region for that benchmark class. While the variations are fairly minor, the State of California maximum Total Compensation is lower than the median maximum Total Compensation reported by respondents for six of the ten benchmark classes.

V – Non-California Survey Results

Data was collected outside of California for general information purposes, to identify any specific compensation practices that may be of interest, and to allow comparison of compensation levels among various benchmark classifications in other states. Data was sought from ten states and the Federal Government. The table below presents a summary of the data collected from survey respondents outside of California relative to the sixteen benchmark classes.

California compensation levels tend to run higher than those in other states in most occupational areas, due to differences in the cost of living among other factors. This fact and the relatively limited number of benchmark matches should be taken into consideration when interpreting this data.

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Patrol Officer	$5,762	$5,093	11.62%	$8,512	$7,018	17.55%
Sergeant	$7,008	$6,082	13.22%	$10,122	$8,150	19.48%
Captain	$10,837	$8,252	23.85%	$12,999	$10,192	21.59%
Regional/Divisional Chief	$13,533	$9,271	31.50%	$15,886	$11,077	30.27%
Correctional Officer	$6,144	$3,753	38.92%	$7,770	$5,540	28.69%
Correctional Sergeant	$6,892	$4,557	33.88%	$8,624	$6,227	27.80%
Correctional Captain	$9,082	$6,228	31.43%	$10,582	$7,703	27.21%
Warden	$10,433	$9,556	8.41%	$11,727	$11,038	5.88%
Parole Agent	$7,437	$4,904	34.06%	$9,115	$6,332	30.53%
Special Agent	$6,674	$5,957	10.74%	$8,114	$7,815	3.68%
Special Agent-in-Charge	$8,126	$6,554	19.35%	$9,566	$8,296	13.27%
Investigator	$5,705	$5,918	-3.73%	$7,102	$7,815	-10.04%
Supervising Investigator	$6,265	$6,336	-1.13%	$7,722	$8,138	-5.39%
Criminalist	$6,534	$5,493	15.93%	$7,607	$6,805	10.54%
Game Warden	$5,129	$4,925	3.98%	$6,663	$6,171	7.39%
Park Ranger	$4,786	$4,061	15.15%	$6,370	$5,379	15.56%

With the exception of the Investigator and Supervising Investigator classes, State of California Total Compensation levels exceed the Total Compensation reported by non-California survey respondents for all benchmark classes, typically by a significant percentage. For both the Patrol Group and Corrections Group classes, the State of California Total Compensation is generally more than 20% higher.

VI – Conclusion

By definition, compensation surveys represent a snapshot of the compensation practices of survey respondents at a specific point in time. This Total Compensation Survey gathered data and information relating to compensation practices and policies that were in effect as of January 1, 2007. Compensation practices are generally quite dynamic, so changes and adjustments to specific compensation components by specific employers should be expected to occur on a regular basis.

Questions or comments about this Total Compensation Survey, or this report, can be directed to CPS Human Resource Services at www.cps.ca.gov.

Appendix 1

California Statewide Data by Class by Survey Respondent

CPS Human Resource Services

Patrol Officer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Officer California Highway Patrol***	***$4,740***	***$5,762***	***$230***		***$392***	***$288***	***$64***		***$913***	***$78***	***$9***	***$692***	***$84***	***$8,512***
City of Anaheim	Police Officer	$4,600	$6,164			$555	$925			$954	$56			$89	$8,743
City of Bakersfield	Police Officer	$4,155	$5,062			$456	$506	$83		$1,110	$63			$73	$7,353
City of Chula Vista	Peace Officer	$5,026	$6,110			$550	$300			$919	$48			$89	$8,015
City of Fresno	Police Officer	$4,779	$5,810				$232	$91		$655				$84	$6,873
City of Long Beach	Police Officer	$4,488	$5,558	$278		$445	$350		$843					$81	$7,554
City of Los Angeles	Police Officer II	$4,562	$6,214	$513		$62	$373	$79		$774	$68			$90	$8,173
City of Modesto	Police Officer	$4,226	$5,137			$385	$103	$92	$812					$74	$6,604
City of Oakland	Police Officer	$5,764	$7,264	$156		$654	$291	$64		$1,121	$97	$23		$105	$9,775
City of Redding	Police Officer	$3,880	$5,461			$491	$284	$75		$950		$15		$79	$7,356
City of Riverside	Police Officer	$4,893	$6,245			$562	$781		$935					$91	$8,613
City of Roseville	Police Officer	$4,084	$5,881	$294		$529	$588		$970					$85	$8,348
City of Sacramento	Police Officer	$4,216	$5,125			$461	$769	$76	$880					$74	$7,385
City of San Diego	Police Officer II	$4,651	$5,620			$230	$422	$75	$465					$81	$6,893
City of San Jose	Police Officer	$5,358	$7,174				$538	$56		$977	$101			$104	$8,950
City of Santa Ana	Police Officer	$5,051	$6,140			$553	$921			$767	$80			$89	$8,550
City of Stockton	Police Officer	$3,633	$5,419	$759	$108	$488	$488	$133		$890				$79	$8,363
City/County of San Francisco	Police Officer	$5,458	$7,167				$430	$63		$860	$109			$104	$8,733
County of Alameda	Deputy Sheriff II	$5,907	$7,174				$430	$90		$1,185	$124			$549	$9,552
County of Contra Costa	Deputy Sheriff II	$5,240	$6,369			$294	$318	$67		$975	$59			$92	$8,175
County of Fresno	Deputy Sheriff III	$4,803	$5,559				$278	$42	$664					$425	$6,968

Patrol Officer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
County of Kern	Deputy Sheriff II	$3,884	$4,741			$534	$569	$67		$830	$60	$11		$363	$7,175
County of Los Angeles	Deputy Sheriff	$4,432	$5,813	$174	$233		$727	$83	$946		$57			$84	$8,117
County of Mendocino	Deputy Sheriff/Coroner II	$3,455	$4,200	$210		$252	$420	$50		$965				$321	$6,418
County of Merced	Deputy Sheriff/Coroner II	$3,711	$4,512			$196	$226	$65		$1,054	$93	$17		$345	$6,507
County of Orange	Deputy Sheriff II	$4,635	$6,476			$780	$350			$620	$48			$94	$8,368
County of Placer	Deputy Sheriff II	$3,865	$4,715	$472		$424	$870	$89		$1,126	$50	$9	$236	$361	$8,351
County of Riverside	Deputy Sheriff	$4,056	$5,442			$490	$599		$568					$79	$7,177
County of Sacramento	Deputy Sheriff	$4,265	$5,185			$274	$1,037	$75		$827	$95			$397	$7,890
County of San Bernardino	Deputy Sheriff	$3,903	$5,469			$306	$366	$52		$872				$79	$7,144
County of San Diego	Deputy Sheriff	$3,943	$5,643			$536	$423	$60	$568					$82	$7,312
County of San Joaquin	Deputy Sheriff II	$4,375	$5,316			$121	$532	$83		$1,424	$47	$6		$77	$7,606
County of San Luis Obispo	Deputy Sheriff	$5,320	$6,465			$453	$150	$45	$325					$495	$7,932
County of Santa Clara	Deputy Sheriff	$5,497	$6,682			$568	$501	$71		$1,225	$113	$11		$97	$9,268
County of Stanislaus	Deputy Sheriff	$4,059	$4,934			$407	$197	$89		$1,135	$97	$28		$377	$7,265
County of Sutter	Deputy Sheriff	$3,938	$4,226			$380	$90	$67		$887	$44	$15		$323	$6,033
County of Ventura	Deputy Sheriff	$4,478	$6,252		$125	$719	$332	$56	$537					$91	$8,112
Federal Government	No Comparable Class														

Base Salary Median		**$5,632**
Base Salary Mean		**$5,742**
State Relationship to Median		**2.26%**
State Relationship to Mean		**0.34%**

Total Compensation Median	**$7,911**
Total Compensation Mean	**$7,824**
State Relationship to Median	**7.06%**
State Relationship to Mean	**8.09%**

Department of Personnel Administration

Number of Comparable Matches	36

Data Effective: January 1, 2007

CPS Human Resource Services

Sergeant

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Sergeant California Highway Patrol***	***$5,765***	***$7,008***	***$280***		***$492***	***$350***	***$64***		***$1,013***			***$813***	***$102***	***$10,122***
City of Anaheim	Police Sergeant	$7,925	$8,322			$749	$187			$954	$56			$121	$10,389
City of Bakersfield	Police Sergeant	$5,879	$7,147			$643	$715	$83		$1,110	$63			$104	$9,865
City of Chula Vista	Police Sergeant	$6,367	$7,739			$697	$350			$919	$48			$112	$9,865
City of Fresno	Police Sergeant	$5,593	$6,800				$272	$91		$655				$99	$7,917
City of Long Beach	Police Sergeant	$5,704	$7,259	$363		$581	$350		$843					$105	$9,501
City of Los Angeles	Police Sergeant II	$5,890	$8,157	$513		$82	$489	$79		$774	$68			$118	$10,281
City of Modesto	Police Sergeant	$5,562	$6,761		$101	$507		$92	$812					$98	$8,372
City of Oakland	Sergeant of Police	$8,381	$8,381	$156		$754	$335	$64		$1,121	$97	$23		$122	$11,053
City of Redding	Police Sergeant	$5,925	$7,050			$635	$361	$67		$950		$15		$102	$9,180
City of Riverside	Police Sergeant	$6,885	$7,968		$200	$717	$996		$935					$116	$10,932
City of Roseville	Police Sergeant	$5,378	$7,207	$360		$649	$721		$970					$105	$10,011
City of Sacramento	Police Sergeant	$5,401	$6,565			$591	$985	$76	$880					$95	$9,192
City of San Diego	Police Sergeant	$5,646	$6,825			$280	$512	$75	$465					$99	$8,256
City of San Jose	Police Sergeant	$6,835	$8,306				$623	$56		$977	$101			$120	$10,183
City of Santa Ana	Police Sergeant	$6,230	$7,571			$681	$1,136			$767	$80			$110	$10,345
City of Stockton	Police Sergeant	$4,988	$6,403	$320	$128	$576	$576	$133		$890				$93	$9,120
City/County of San Francisco	Police Sergeant	$8,324	$8,324				$499	$63		$860	$109			$121	$9,976
County of Alameda	Sergeant	$7,774	$8,563				$514	$90		$1,185	$124			$628	$11,104
County of Contra Costa	Sergeant	$6,060	$7,367			$340	$368	$67		$975	$59			$107	$9,284
County of Fresno	Sheriff's Sergeant	$5,674	$6,898				$345	$42	$667					$528	$8,480

Sergeant

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
County of Kern	Sheriff's Sergeant	$4,885	$5,964			$672	$716	$67		$830	$60	$11		$456	$8,776
County of Los Angeles	Sergeant	$5,900	$7,330	$220	$293		$916	$83	$946		$57			$106	$9,952
County of Mendocino	Sheriff's Sergeant	$4,240	$5,153	$258		$309	$515	$50		$965				$394	$7,644
County of Merced	Sheriff's Sergeant	$4,404	$5,358			$232	$268	$65		$1,054	$93	$17		$410	$7,497
County of Orange	Sergeant	$5,671	$8,032			$967	$390			$620	$48			$116	$10,174
County of Placer	Sheriff's Sergeant	$4,482	$5,437	$544		$489	$978	$89		$1,126	$50	$9	$272	$416	$9,410
County of Riverside	Sheriff's Sergeant	$5,718	$7,473			$673	$822	$83	$568					$108	$9,727
County of Sacramento	Sheriff's Sergeant	$4,947	$6,013			$318	$1,203	$75		$827	$95			$460	$8,991
County of San Bernardino	Sergeant	$5,280	$6,731			$387	$640	$52		$872				$98	$8,779
County of San Diego	Sheriff's Sergeant	$6,488	$6,812			$647	$511	$60	$568					$99	$8,697
County of San Joaquin	Sergeant	$5,190	$6,308	$158	$63	$144	$631	$83	$1,477					$91	$8,955
County of San Luis Obispo	Sergeant	$6,460	$7,852			$550	$150	$45	$325					$601	$9,522
County of Santa Clara	Sheriff's Sergeant	$6,363	$7,742			$658	$581	$71		$1,225	$113	$11		$112	$10,513
County of Stanislaus	Sergeant	$4,806	$5,844			$482	$292	$89		$1,135	$97	$28		$447	$8,414
County of Sutter	Sheriff's Sergeant/Detective	$3,797	$4,690			$422	$90	$67		$887	$44	$15		$359	$6,574
County of Ventura	Sergeant	$5,841	$8,190		$164	$942	$435	$56	$537					$119	$10,442
Federal Government	No Comparable Class														

Base Salary Median		**$7,177**
Base Salary Mean		**$7,071**
State Relationship to Median		**-2.41%**
State Relationship to Mean		**-0.89%**

Total Compensation Median	**$9,455**
Total Compensation Mean	**$9,371**
State Relationship to Median	**6.59%**
State Relationship to Mean	**7.42%**

Department of Personnel Administration

Number of Comparable Matches	36

Data Effective: January 1, 2007

CPS Human Resource Services

Captain

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Captain California Highway Patrol***	***$9,540***	***$10,837***			***$798***		***$64***		***$1,013***			***$130***	***$157***	***$12,999***
City of Anaheim	Police Captain	$9,532	$13,106			$1,180				$954	$56			$190	$15,486
City of Bakersfield	Police Captain	$8,391	$10,200			$918	$1,020	$83		$1,110	$63			$148	$13,542
City of Chula Vista	Police Captain	$12,416	$12,416			$1,117			$936					$180	$14,649
City of Fresno	Police Captain	$7,768	$9,762		$120			$66		$655				$142	$10,745
City of Long Beach	Police Commander	$7,227	$9,033	$452		$723			$843					$131	$11,181
City of Los Angeles	Police Captain II	$10,122	$11,910			$119	$596	$79		$774	$68			$173	$13,718
City of Modesto	Police Captain	$7,718	$9,403		$235	$705		$92	$812					$136	$11,384
City of Oakland	Captain of Police	$12,379	$12,379	$156		$1,114	$619	$64		$1,121	$97	$23		$179	$15,753
City of Redding	Police Captain	$7,530	$8,964			$807	$457	$67		$950		$15		$130	$11,389
City of Riverside	Police Captain	$9,552	$12,494		$157	$1,124			$935					$181	$14,892
City of Roseville	Police Captain	$8,310	$11,137	$278	$668	$1,002				$1,000	$148	$20		$161	$14,415
City of Sacramento	Police Captain	$7,642	$11,462		$458	$1,032	$2,292	$76	$880					$166	$16,367
City of San Diego	Police Captain	$8,575	$10,272			$421	$770	$75	$715					$149	$12,402
City of San Jose	Police Captain	$9,159	$11,131				$835	$56		$977	$101			$161	$13,261
City of Santa Ana	Police Captain	$10,207	$11,816			$1,063	$886			$938	$100			$171	$14,975
City of Stockton	Police Captain	$7,910	$10,154	$609	$508	$914	$1,218	$133		$890				$147	$14,574
City/County of San Francisco	Police Captain	$11,160	$11,160				$670	$63		$860	$109			$162	$13,023
County of Alameda	Captain	$9,840	$11,950				$896	$90		$1,185	$124			$677	$14,922
County of Contra Costa	Captain	$8,605	$10,459	$523	$40	$510	$523	$73		$975	$59			$152	$13,314
County of Fresno	Sheriff's Captain	$7,312	$8,887				$444	$42	$667					$633	$10,673

Captain

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
County of Kern	Sheriff's Commander	$6,790	$8,289			$934	$597	$67		$830	$60	$11		$624	$11,412
County of Los Angeles	Captain	$8,625	$10,715	$321	$429		$1,179		$918		$61			$155	$13,778
County of Mendocino	Sheriff's Captain	$6,020	$7,320	$549	$220	$659	$732	$50		$965				$560	$11,054
County of Merced	Commander-Operations	$6,086	$7,403			$321	$370	$65		$1,054	$93	$17		$566	$9,889
County of Orange	Captain	$10,325	$11,775			$1,418				$620	$74			$171	$14,057
County of Placer	Sheriff's Captain	$7,097	$8,629	$863		$777	$1,457	$89		$1,126	$50	$9	$431	$629	$14,060
County of Riverside	Sheriff Captain	$7,594	$9,926			$893	$1,092	$42	$568					$144	$12,665
County of Sacramento	Sheriff's Captain	$6,788	$8,251			$436	$1,650	$75		$827	$95			$623	$11,958
County of San Bernardino	Captain	$7,394	$9,462		$757	$960	$1,041			$750				$137	$13,107
County of San Diego	Sheriff's Captain	$7,415	$9,011			$856	$901	$60	$568					$131	$11,527
County of San Joaquin	Sheriff Captain	$7,859	$9,552	$143	$96	$218	$1,051	$83	$1,534					$139	$12,815
County of San Luis Obispo	Sheriff's Commander	$8,559	$10,403					$45	$350				$17	$655	$11,469
County of Santa Clara	Captain	$9,826	$12,606			$1,072		$71		$1,225	$113	$11		$183	$15,280
County of Stanislaus	Captain	$6,669	$10,004		$150	$825		$85		$1,135	$97	$28		$649	$12,973
County of Sutter	Division Commander	$5,119	$6,293			$566	$80	$42		$887	$44	$15		$481	$8,409
County of Ventura	Commander	$8,680	$12,152		$365	$1,397	$911	$56	$537					$176	$15,595
Federal Government	No Comparable Class														

Base Salary Median		**$10,236**
Base Salary Mean		**$10,275**
State Relationship to Median		**5.55%**
State Relationship to Mean		**5.19%**

Total Compensation Median	**$13,184**
Total Compensation Mean	**$13,075**
State Relationship to Median	**-1.42%**
State Relationship to Mean	**-0.59%**

Department of Personnel Administration

Number of Comparable Matches	36

Data Effective: January 1, 2007

CPS Human Resource Services

Correctional Officer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Correctional Officer***	***$5,055***	***$6,144***	***$246***	***$123***		***$135***	***$44***		***$807***	***$44***	***$8***	***$130***	***$89***	***$7,770***
City of Anaheim	No Comparable Class														
City of Bakersfield	No Comparable Class														
City of Chula Vista	No Comparable Class														
City of Fresno	No Comparable Class														
City of Long Beach	No Comparable Class														
City of Los Angeles	No Comparable Class														
City of Modesto	No Comparable Class														
City of Oakland	No Comparable Class														
City of Redding	No Comparable Class														
City of Riverside	No Comparable Class														
City of Roseville	No Comparable Class														
City of Sacramento	No Comparable Class														
City of San Diego	No Comparable Class														
City of San Jose	No Comparable Class														
City of Santa Ana	No Comparable Class														
City of Stockton	No Comparable Class														
City/County of San Francisco	Deputy Sheriff	$4,912	$6,266	$125			$376	$71		$860	$109			$91	$7,898
County of Alameda	Deputy Sheriff II	$5,907	$7,174				$430	$90		$1,185	$124			$549	$9,552
County of Contra Costa	Deputy Sheriff II	$5,240	$6,369			$294	$318	$67		$975	$59			$92	$8,175
County of Fresno	Correctional Officer III	$3,414	$4,150				$208	$42	$667					$317	$5,384

Correctional Officer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
County of Kern	Sheriff's Detentions Deputy	$3,278	$4,002	$240		$451		$67		$830	$60	$11		$306	$5,967
County of Los Angeles	Deputy Sheriff	$4,432	$5,813	$174	$233		$349	$83	$946		$57			$84	$7,739
County of Mendocino	Corrections Deputy	$3,323	$4,040	$202		$242	$202	$50		$965				$309	$6,010
County of Merced	Correctional Officer II	$3,300	$4,013			$174	$201	$65		$1,054	$93	$17		$307	$5,924
County of Orange	Deputy Sheriff II	$3,635	$6,476			$780	$390			$620	$48			$94	$8,408
County of Placer	Correctional Officer II	$3,592	$4,366	$437		$393		$89		$1,190	$50	$9		$334	$6,868
County of Riverside	Correctional Deputy II	$3,452	$4,635			$417		$83	$568					$67	$5,771
County of Sacramento	Deputy Sheriff	$4,265	$5,185			$274	$1,037	$75		$827	$95			$397	$7,890
County of San Bernardino	Deputy Sheriff	$3,903	$5,469			$311	$366	$52		$872				$79	$7,149
County of San Diego	Deputy Sheriff-Detentions/Court Services	$3,160	$4,890			$465	$245	$60	$568					$71	$6,298
County of San Joaquin	Correctional Officer	$3,779	$4,593	$46		$105		$83		$1,424	$47	$6		$67	$6,370
County of San Luis Obispo	Sheriff's Correctional Officer	$4,675	$5,683			$398	$150	$45	$325					$435	$7,036
County of Santa Clara	Correctional Officer	$4,804	$5,839			$496	$438	$71		$1,225	$113	$11		$85	$8,278
County of Stanislaus	Deputy Sheriff-Custodial	$3,652	$4,439			$366	$178	$89		$1,135	$97	$28		$340	$6,671
County of Sutter	Correctional Officer	$2,847	$3,555			$320	$90	$67		$887	$44	$15		$272	$5,250
County of Ventura	Deputy Sheriff	$4,478	$6,252		$188	$719	$332	$56	$537					$91	$8,174
Federal Government	Correctional Officer	$2,966	$4,270		$214			$33		$697				$327	$5,540

Base Salary Median		**$4,890**
Base Salary Mean		**$5,118**
State Relationship to Median		**20.41%**
State Relationship to Mean		**16.70%**

Total Compensation Median	**$6,868**
Total Compensation Mean	**$6,969**
State Relationship to Median	**11.61%**
State Relationship to Mean	**10.30%**

Department of Personnel Administration

Number of Comparable Matches	21

Data Effective: January 1, 2007

CPS Human Resource Services

Correctional Sergeant

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Correctional Sergeant***	***$5,675***	***$6,892***	***$207***	***$138***		***$100***	***$44***		***$1,013***			***$130***	***$100***	***$8,624***
City of Anaheim	No Comparable Class														
City of Bakersfield	No Comparable Class														
City of Chula Vista	No Comparable Class														
City of Fresno	No Comparable Class														
City of Long Beach	No Comparable Class														
City of Los Angeles	No Comparable Class														
City of Modesto	No Comparable Class														
City of Oakland	No Comparable Class														
City of Redding	No Comparable Class														
City of Riverside	No Comparable Class														
City of Roseville	No Comparable Class														
City of Sacramento	No Comparable Class														
City of San Diego	No Comparable Class														
City of San Jose	No Comparable Class														
City of Santa Ana	No Comparable Class														
City of Stockton	No Comparable Class														
City/County of San Francisco	Sheriff's Sergeant	$6,000	$7,657	$153			$459	$71		$860	$109			$111	$9,421
County of Alameda	Sergeant	$7,774	$8,563				$514	$90		$1,185	$124			$628	$11,104
County of Contra Costa	Sergeant	$6,060	$7,367			$340	$368	$67		$975	$59			$107	$9,284
County of Fresno	Correctional Sergeant	$4,407	$5,358					$42	$667					$410	$6,477

Correctional Sergeant

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
County of Kern	Sheriff's Detentions Sergeant	$4,123	$5,034	$302		$567		$67		$830	$60	$11		$385	$7,256
County of Los Angeles	Sergeant	$5,900	$7,330	$440	$293		$367	$83	$946		$57			$106	$9,622
County of Mendocino	Corrections Sergeant	$4,240	$5,153	$258		$309	$515	$50		$965				$394	$7,644
County of Merced	Senior Correctional Sergeant	$4,361	$5,306			$230	$100	$65		$1,054	$93	$17		$406	$7,271
County of Orange	Sergeant	$5,671	$8,032			$967	$390			$620	$48			$116	$10,174
County of Placer	Correctional Sergeant	$3,960	$4,814	$481		$433		$89		$1,190	$50	$9		$368	$7,435
County of Riverside	Correctional Sergeant	$4,918	$6,428			$579		$83	$568					$93	$7,751
County of Sacramento	Sheriff's Sergeant	$4,947	$6,013			$318	$1,203	$75		$827	$95			$460	$8,991
County of San Bernardino	Sergeant	$5,280	$6,731			$394	$640	$52		$872				$98	$8,787
County of San Diego	Sheriff's Sergeant-Detentions	$5,245	$6,374			$606	$244	$60	$568					$92	$7,944
County of San Joaquin	Correctional Sergeant	$4,505	$5,476	$55		$125		$83		$1,424	$47	$6		$79	$7,295
County of San Luis Obispo	Sheriff's Correctional Sergeant	$5,852	$7,112			$498	$150	$45	$325					$544	$8,674
County of Santa Clara	Correctional Sergeant	$6,363	$7,742			$658	$581	$71		$1,225	$113	$11		$112	$10,513
County of Stanislaus	Sergeant-Custodial	$4,390	$5,338			$440	$214	$89		$1,135	$97	$28		$408	$7,749
County of Sutter	Correctional Sergeant	$3,398	$4,226			$380	$90	$67		$887	$44	$15		$323	$6,033
County of Ventura	Sergeant	$5,841	$8,190		$164	$942	$435	$56	$537					$119	$10,442
Federal Government	No Comparable Class														

Base Salary Median		**$6,401**
Base Salary Mean		**$6,412**
State Relationship to Median		**7.12%**
State Relationship to Mean		**6.96%**

Total Compensation Median	**$8,309**
Total Compensation Mean	**$8,493**
State Relationship to Median	**3.65%**
State Relationship to Mean	**1.51%**

Department of Personnel Administration

Number of Comparable Matches	20

Data Effective: January 1, 2007

CPS Human Resource Services

Correctional Captain

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Correctional Captain***	***$8,238***	***$9,082***		***$182***			***$44***		***$1,013***			***$130***	***$132***	***$10,582***
City of Anaheim	No Comparable Class														
City of Bakersfield	No Comparable Class														
City of Chula Vista	No Comparable Class														
City of Fresno	No Comparable Class														
City of Long Beach	No Comparable Class														
City of Los Angeles	No Comparable Class														
City of Modesto	No Comparable Class														
City of Oakland	No Comparable Class														
City of Redding	No Comparable Class														
City of Riverside	No Comparable Class														
City of Roseville	No Comparable Class														
City of Sacramento	No Comparable Class														
City of San Diego	No Comparable Class														
City of San Jose	No Comparable Class														
City of Santa Ana	No Comparable Class														
City of Stockton	No Comparable Class														
City/County of San Francisco	Sheriff Captain	$7,889	$10,064	$201			$604	$71		$860	$109			$146	$12,055
County of Alameda	Captain	$9,840	$11,950				$896	$90		$1,185	$124			$677	$14,922
County of Contra Costa	Captain	$8,605	$10,459	$523	$40	$510	$261	$73		$975	$59			$152	$13,052
County of Fresno	Correctional Captain	$6,734	$8,183				$409	$42	$667					$622	$9,924

Correctional Captain

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
County of Kern	Sheriff's Commander	$6,790	$8,289	$166		$934	$597	$67		$830	$60	$11		$624	$11,578
County of Los Angeles	Captain	$8,625	$10,715	$321	$429		$536		$918		$61			$155	$13,135
County of Mendocino	Sheriff's Captain	$6,020	$7,320	$549	$220	$659	$732	$50		$965				$560	$11,054
County of Merced	Commander-Corrections	$6,086	$7,403			$321	$370	$65		$1,054	$93	$17		$566	$9,889
County of Orange	Captain	$10,325	$11,775			$1,418				$620	$74			$171	$14,057
County of Placer	Sheriff's Captain	$7,097	$8,629	$863		$777	$1,457	$89		$1,126	$50	$9	$431	$629	$14,060
County of Riverside	Sheriff Captain	$7,594	$9,926			$893	$1,092	$42	$568					$144	$12,665
County of Sacramento	Sheriff's Captain	$6,788	$8,251			$436	$1,650	$75		$827	$95			$623	$11,958
County of San Bernardino	Captain	$7,394	$9,462		$757	$960	$1,041			$750				$137	$13,107
County of San Diego	Sheriff's Detentions Captain	$7,415	$9,011			$856	$901	$60	$568					$131	$11,527
County of San Joaquin	Sheriff's Captain	$7,859	$9,552	$143	$96	$218	$1,051	$83	$1,534					$139	$12,815
County of San Luis Obispo	Sheriff's Commander	$8,559	$10,403					$45	$350				$17	$655	$11,469
County of Santa Clara	Correctional Captain	$9,826	$12,606			$1,072		$71		$1,225	$113	$11		$183	$15,280
County of Stanislaus	Captain	$6,669	$10,004		$150	$825		$85		$1,135	$97	$28		$649	$12,973
County of Sutter	Division Commander	$5,119	$6,293			$566	$80	$42		$887	$44	$15		$481	$8,409
County of Ventura	Commander	$8,680	$12,152		$365	$1,397	$911	$56	$537					$176	$15,595
Federal Government	Correctional Captain	$6,285	$8,170		$409					$697				$622	$9,898

Base Salary Median	**$9,552**
Base Salary Mean	**$9,553**
State Relationship to Median	**-5.18%**
State Relationship to Mean	**-5.19%**

Total Compensation Median	**$12,665**
Total Compensation Mean	**$12,353**
State Relationship to Median	**-19.68%**
State Relationship to Mean	**-16.74%**

Department of Personnel Administration

Number of Comparable Matches	21

Data Effective: January 1, 2007

CPS Human Resource Services

Investigator

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Senior Special Investigator***	***$4,727***	***$5,705***	***$171***			***$100***			***$978***			***$65***	***$83***	***$7,102***
City of Anaheim	Police Officer	$4,715	$6,318			$569	$948			$954	$56			$92	$8,936
City of Bakersfield	Detective	$4,677	$5,699			$513	$570	$83		$1,110	$63			$83	$8,120
City of Chula Vista	Police Agent	$5,535	$6,728			$606	$300			$919	$48			$98	$8,698
City of Fresno	Police Specialist	$4,639	$5,640				$226	$74		$655				$82	$6,676
City of Long Beach	Police Officer	$4,788	$5,858	$293		$469	$350		$843					$85	$7,897
City of Los Angeles	Police Detective II	$6,932	$7,727	$513		$77	$464			$774	$68			$112	$9,735
City of Modesto	Police Detective	$4,655	$5,670			$425	$113	$92	$812					$82	$7,195
City of Oakland	Police Officer	$5,764	$7,264	$156		$654	$291	$64		$1,121	$97	$23		$105	$9,775
City of Redding	Police Investigator	$5,739	$5,739			$517	$298	$75		$950		$15		$83	$7,677
City of Riverside	Police Detective	$5,633	$6,885			$620	$861		$935					$100	$9,400
City of Roseville	Police Officer	$4,084	$5,881	$294		$529	$588		$970					$85	$8,348
City of Sacramento	Police Officer	$4,427	$5,381			$484	$807	$76	$880					$78	$7,706
City of San Diego	Police Officer II	$4,884	$5,901			$242	$443	$75	$465					$86	$7,211
City of San Jose	Data Not Available														
City of Santa Ana	Police Officer	$5,177	$6,294			$566	$944			$767	$80			$91	$8,743
City of Stockton	Police Officer	$3,633	$5,419	$759	$108	$488	$488	$133		$890				$79	$8,363
City/County of San Francisco	District Attorney Investigator	$6,227	$7,947				$477			$860	$109			$115	$9,508
County of Alameda	Inspector II	$6,415	$8,005				$560			$1,185	$124			$612	$10,487
County of Contra Costa	District Attorney Senior Inspector	$6,927	$8,420			$389				$975	$59			$122	$9,965
County of Fresno	Senior District Attorney Investigator	$5,260	$6,393				$320		$667					$489	$7,869

Investigator

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
County of Kern	District Attorney Investigator III	$5,187	$6,332			$714	$759	$67		$830	$60	$11		$484	$9,257
County of Los Angeles	Senior Investigator, D.A.	$5,547	$7,275	$218	$291		$909	$83	$946		$57			$105	$9,885
County of Mendocino	District Attorney Investigator	$4,040	$4,911			$295	$491	$50		$965				$376	$7,087
County of Merced	District Attorney Investigator II	$4,153	$5,053			$219	$253	$65		$1,054	$93	$17		$387	$7,140
County of Orange	Investigator	$5,521	$7,067			$851	$390			$620	$48			$102	$9,078
County of Placer	District Attorney Investigator	$4,706	$5,689	$569		$512	$1,016			$1,126	$50	$9		$435	$9,406
County of Riverside	Senior District Attorney Investigator	$5,152	$6,915			$622	$761		$568					$100	$8,966
County of Sacramento	Criminal Investigator II	$4,715	$5,730			$303	$1,146			$827	$95			$438	$8,539
County of San Bernardino	Senior District Attorney Investigator	$5,228	$6,665			$306	$366	$52		$872				$97	$8,357
County of San Diego	District Attorney Investigator III	$5,479	$6,659			$633	$499		$653					$97	$8,541
County of San Joaquin	District Attorney Investigator	$5,290	$6,431		$64	$147	$804			$1,424	$47	$6		$93	$9,016
County of San Luis Obispo	District Attorney Investigator II	$6,307	$7,668			$552	$115		$290				$17	$587	$9,228
County of Santa Clara	Criminal Investigator II	$6,363	$7,742			$658	$581			$1,225	$113	$11		$112	$10,442
County of Stanislaus	Criminal Investigator II	$4,807	$5,845			$307	$292			$1,135	$97	$28		$447	$8,151
County of Sutter	Senior Criminal Investigator	$4,006	$4,956			$446	$90			$887	$44	$15		$379	$6,817
County of Ventura	District Attorney Investigator III	$6,129	$8,593		$172	$988	$435	$56	$537					$125	$10,906
Federal Government	Investigator	$5,285	$6,871		$344					$697				$526	$8,437

Base Salary Median		**$6,363**
Base Salary Mean		**$6,488**
State Relationship to Median		**-11.52%**
State Relationship to Mean		**-13.73%**

Total Compensation Median	**$8,619**
Total Compensation Mean	**$8,655**
State Relationship to Median	**-21.37%**
State Relationship to Mean	**-21.86%**

Department of Personnel Administration

Number of Comparable Matches	36

Data Effective: January 1, 2007

CPS Human Resource Services

Supervising Investigator

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Supervising Special Investigator I***	***$5,192***	***$6,265***	***$188***			***$100***			***$1,013***			***$65***	***$91***	***$7,722***
City of Anaheim	Police Sergeant	$7,925	$8,322			$749	$187			$954	$56			$121	$10,389
City of Bakersfield	Police Sergeant	$5,879	$7,147			$643	$715	$83		$1,110	$63			$104	$9,865
City of Chula Vista	Police Sergeant	$6,367	$7,739			$697	$350	$25		$919	$48			$112	$9,890
City of Fresno	Police Sergeant	$5,593	$6,800				$272	$91		$655				$99	$7,917
City of Long Beach	Police Sergeant	$6,004	$7,559	$378		$605	$350		$843					$110	$9,844
City of Los Angeles	Data Not Available														
City of Modesto	Police Sergeant	$5,562	$6,761		$101	$507		$92	$812					$98	$8,372
City of Oakland	Police Sergeant	$8,381	$8,381	$156		$754	$335	$64		$1,121	$97	$23		$122	$11,053
City of Redding	Police Sergeant	$5,925	$7,050			$635	$361	$67		$950		$15		$102	$9,180
City of Riverside	Police Sergeant	$6,885	$7,968		$200	$717	$996		$935					$116	$10,932
City of Roseville	Police Sergeant	$5,378	$7,207	$360		$649	$721		$970					$105	$10,011
City of Sacramento	Police Sergeant	$5,401	$6,565			$591	$985	$76	$880					$95	$9,192
City of San Diego	Police Sergeant	$5,928	$7,166			$294	$537	$75	$465					$104	$8,641
City of San Jose	Data Not Available														
City of Santa Ana	Police Sergeant	$6,384	$7,761			$698	$1,164			$767	$80			$113	$10,583
City of Stockton	Police Sergeant	$4,988	$6,403	$320	$128	$576	$576	$133		$890				$93	$9,120
City/County of San Francisco	Senior District Attorney Investigator	$6,773	$8,643				$519			$860	$109			$125	$10,256
County of Alameda	Lieutenant of Inspectors	$8,006	$9,714				$680			$1,185	$124			$645	$12,348
County of Contra Costa	District Attorney Lieutenant of Inspectors	$7,130	$8,667	$433	$85	$400	$433			$975	$59			$126	$11,179
County of Fresno	Supervising District Attorney Investigator	$6,259	$7,607						$642					$582	$8,831

Supervising Investigator

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
County of Kern	District Attorney's Lieutenant	$5,702	$6,961	$139		$785	$835	$67		$830	$60	$11		$533	$10,221
County of Los Angeles	Supervising Investigator	$6,229	$7,739	$232	$310		$967	$83	$946		$57			$112	$10,447
County of Mendocino	Chief District Attorney Investigator	$5,786	$7,032			$422	$703	$50		$965				$538	$9,710
County of Merced	Supervising District Attorney Investigator	$4,834	$5,881			$255	$294	$65		$1,054	$93	$17		$450	$8,109
County of Orange	Supervising Attorney's Investigator	$6,321	$8,476			$1,021	$390			$620	$48			$123	$10,677
County of Placer	Supervising District Attorney Investigator	$5,404	$6,681	$668		$601	$1,165			$1,126	$50	$9		$511	$10,811
County of Riverside	Supervising District Attorney Investigator	$6,608	$8,635		$108	$777	$950		$706					$125	$11,302
County of Sacramento	Supervising Criminal Investigator	$5,799	$7,051			$373	$1,410			$827	$95			$539	$10,295
County of San Bernardino	District Attorney Supervising Investigator	$5,817	$8,126			$387	$702	$52		$872				$118	$10,257
County of San Diego	District Attorney Investigator IV	$6,074	$7,382			$701	$554		$653					$107	$9,397
County of San Joaquin	District Attorney Investigator III	$5,919	$7,199	$108	$72	$164	$792	$83	$1,534					$104	$10,056
County of San Luis Obispo	Supervising District Attorney Investigator	$7,491	$9,105			$656	$115		$290				$17	$636	$10,818
County of Santa Clara	Criminal Investigator III	$7,519	$9,141			$777	$686			$1,225	$113	$11		$133	$12,085
County of Stanislaus	Senior Criminal Investigator	$5,290	$6,431			$338	$322			$1,135	$97	$28		$492	$8,842
County of Sutter	Chief Investigator District Attorney	$5,119	$6,293			$566	$80			$887	$47	$15		$481	$8,370
County of Ventura	Senior District Attorney Investigator	$6,582	$9,246		$185	$1,063	$435	$56	$537					$134	$11,656
Federal Government	Supervisory Investigator	$6,285	$8,170		$409					$697				$622	$9,898

Base Salary Median		**$7,559**
Base Salary Mean		**$7,629**
State Relationship to Median		**-20.65%**
State Relationship to Mean		**-21.77%**

Total Compensation Median	**$10,056**
Total Compensation Mean	**$10,016**
State Relationship to Median	**-30.23%**
State Relationship to Mean	**-29.71%**

Department of Personnel Administration

Number of Comparable Matches	35

Data Effective: January 1, 2007

CPS Human Resource Services

Criminalist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Senior Criminalist***	***$5,279***	***$6,534***							***$978***				***$95***	***$7,607***
City of Anaheim	Forensic Specialist II	$4,493	$5,460			$382				$954	$56			$79	$6,931
City of Bakersfield	No Comparable Class														
City of Chula Vista	No Comparable Class														
City of Fresno	No Comparable Class														
City of Long Beach	Criminalist II	$4,550	$6,192			$372			$843					$474	$7,880
City of Los Angeles	Criminalist II	$6,450	$8,013					$8		$857	$24			$116	$9,018
City of Modesto	No Comparable Class														
City of Oakland	Criminalist II	$6,023	$7,396			$370				$1,121	$97	$23		$107	$9,114
City of Redding	No Comparable Class														
City of Riverside	No Comparable Class														
City of Roseville	No Comparable Class														
City of Sacramento	No Comparable Class														
City of San Diego	Criminalist II	$6,025	$7,281			$102			$465					$106	$7,954
City of San Jose	No Comparable Class														
City of Santa Ana	No Comparable Class														
City of Stockton	No Comparable Class														
City/County of San Francisco	Criminalist II	$6,920	$8,409							$860	$109			$122	$9,500
County of Alameda	Criminalist III	$5,650	$6,812							$1,116	$124			$521	$8,573
County of Contra Costa	Criminalist II	$5,953	$7,236			$353	$362			$975	$59			$105	$9,090
County of Fresno	Criminalist II	$5,364	$6,521					$25	$667					$499	$7,712

Criminalist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
County of Kern	Criminalist III	$5,344	$6,524	$391						$830	$60	$11		$499	$8,316
County of Los Angeles	Senior Criminalist	$5,547	$7,275		$291				$946		$57			$105	$8,674
County of Mendocino	No Comparable Class														
County of Merced	No Comparable Class														
County of Orange	Forensic Scientist III	$5,477	$7,355			$863			$624					$107	$8,949
County of Placer	No Comparable Class														
County of Riverside	Data Not Available														
County of Sacramento	Criminalist IV	$5,484	$6,668			$156				$827	$95			$510	$8,256
County of San Bernardino	Criminalist II	$5,503	$7,034			$492				$631				$102	$8,259
County of San Diego	Criminalist II	$6,185	$7,516			$526			$611					$109	$8,762
County of San Joaquin	No Comparable Class														
County of San Luis Obispo	No Comparable Class														
County of Santa Clara	Criminalist III	$6,188	$7,492			$524				$1,225	$113	$11		$109	$9,474
County of Stanislaus	No Comparable Class														
County of Sutter	No Comparable Class														
County of Ventura	Forensic Scientist III	$4,907	$6,883		$103	$275	$344		$537					$527	$8,669
Federal Government	Forensic Chemist	$2,405	$6,871		$344					$697				$526	$8,437

Base Salary Median		**$7,135**
Base Salary Mean		**$7,052**
State Relationship to Median		**-9.20%**
State Relationship to Mean		**-7.93%**

Total Compensation Median	**$8,621**
Total Compensation Mean	**$8,532**
State Relationship to Median	**-13.34%**
State Relationship to Mean	**-12.16%**

Department of Personnel Administration

Number of Comparable Matches	18

Data Effective: January 1, 2007

CPS Human Resource Services

Park Ranger

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***State Park Ranger***	***$3,981***	***$4,786***	***$144***			***$100***	***$53***		***$978***			***$240***	***$69***	***$6,370***
City of Anaheim	No Comparable Class														
City of Bakersfield	No Comparable Class														
City of Chula Vista	No Comparable Class														
City of Fresno	No Comparable Class														
City of Long Beach	Park Ranger I	$2,813	$3,809			$229			$843					$291	$5,172
City of Los Angeles	No Comparable Class														
City of Modesto	No Comparable Class														
City of Oakland	Ranger	$4,586	$5,925			$533		$64		$1,121	$97	$23		$86	$7,849
City of Redding	No Comparable Class														
City of Riverside	No Comparable Class														
City of Roseville	No Comparable Class														
City of Sacramento	No Comparable Class														
City of San Diego	No Comparable Class														
City of San Jose	No Comparable Class														
City of Santa Ana	Park Ranger	$3,803	$4,858			$340				$938	$80			$70	$6,287
City of Stockton	No Comparable Class														
City/County of San Francisco	No Comparable Class														
County of Alameda	No Comparable Class														
County of Contra Costa	No Comparable Class														
County of Fresno	No Comparable Class														

Park Ranger

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
County of Kern	Park Ranger II	$3,057	$3,732	$224						$830	$60	$11		$285	$5,142
County of Los Angeles	Officer	$3,556	$4,178		$167		$522	$63	$946		$57			$61	$5,994
County of Mendocino	No Comparable Class														
County of Merced	No Comparable Class														
County of Orange	No Comparable Class														
County of Placer	No Comparable Class														
County of Riverside	No Comparable Class														
County of Sacramento	Park Ranger I	$3,553	$4,319			$228				$827	$95			$330	$5,800
County of San Bernardino	No Comparable Class														
County of San Diego	No Comparable Class														
County of San Joaquin	No Comparable Class														
County of San Luis Obispo	No Comparable Class														
County of Santa Clara	No Comparable Class														
County of Stanislaus	No Comparable Class														
County of Sutter	No Comparable Class														
County of Ventura	No Comparable Class														
Federal Government	Park Ranger	$2,405	$4,737		$237					$697				$362	$6,033

Base Salary Median		**$4,319**
Base Salary Mean		**$4,508**
State Relationship to Median		**9.76%**
State Relationship to Mean		**5.80%**

Total Compensation Median	**$5,994**
Total Compensation Mean	**$6,040**
State Relationship to Median	**5.90%**
State Relationship to Mean	**5.19%**

Department of Personnel Administration

Number of Comparable Matches	7

Data Effective: January 1, 2007

Appendix 2

California Regional Data by Class by Survey Respondent

Patrol Officer

Northern Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Officer California Highway Patrol***	***$4,740***	***$5,762***	***$230***		***$392***	***$288***	***$64***		***$913***	***$78***	***$9***	***$692***		***$84***	***$8,512***
City of Redding	Police Officer	$3,880	$5,461			$491	$284	$75		$950		$15			$79	$7,356
City of Roseville	Police Officer	$4,084	$5,881	$294		$529	$588		$970						$85	$8,348
City of Sacramento	Police Officer	$4,216	$5,125			$461	$769	$76	$880						$74	$7,385
County of Mendocino	Deputy Sheriff/Coroner II	$3,455	$4,200	$210		$252	$420	$50		$965					$321	$6,418
County of Placer	Deputy Sheriff II	$3,865	$4,715	$472		$424	$870	$89		$1,126	$50	$9	$236		$361	$8,351
County of Sacramento	Deputy Sheriff	$4,265	$5,185			$274	$1,037	$75		$827	$95				$397	$7,890
County of Sutter	Deputy Sheriff	$3,938	$4,226			$380	$90	$67		$887	$44	$15			$323	$6,033
Federal Government-Northern Region	No Comparable Class															

Base Salary Median		**$5,125**	**Total Compensation Median**	**$7,385**
Base Salary Mean		**$4,970**	**Total Compensation Mean**	**$7,397**
State Relationship to Median		**11.06%**	**State Relationship to Median**	**13.24%**
State Relationship to Mean		**13.74%**	**State Relationship to Mean**	**13.10%**
Number of Comparable Matches		**7**		

Patrol Officer

Bay Area

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Officer California Highway Patrol***	***$4,740***	***$5,762***	***$230***		***$392***	***$288***	***$64***		***$913***	***$78***	***$9***	***$692***		***$84***	***$8,512***
City of Oakland	Police Officer	$5,764	$7,264	$156		$654	$291	$64		$1,121	$97	$23			$105	$9,775
City of San Jose	Police Officer	$5,358	$7,174				$538	$56		$977	$101				$104	$8,950
City/County of San Francisco	Police Officer	$5,458	$7,167				$430	$63		$860	$109				$104	$8,733
County of Alameda	Deputy Sheriff II	$5,907	$7,174				$430	$90		$1,185	$124				$549	$9,552
County of Contra Costa	Deputy Sheriff II	$5,240	$6,369			$294	$318	$67		$975	$59				$92	$8,175
County of Santa Clara	Deputy Sheriff	$5,497	$6,682			$568	$501	$71		$1,225	$113	$11			$97	$9,268
Federal Government - Bay Area	No Comparable Class															

Base Salary Median		**$7,171**	**Total Compensation Median**	**$9,109**
Base Salary Mean		**$6,972**	**Total Compensation Mean**	**$9,076**
State Relationship to Median		**-24.44%**	**State Relationship to Median**	**-7.01%**
State Relationship to Mean		**-20.99%**	**State Relationship to Mean**	**-6.62%**
Number of Comparable Matches		**6**		

Patrol Officer

Central Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Officer California Highway Patrol***	***$4,740***	***$5,762***	***$230***		***$392***	***$288***	***$64***		***$913***	***$78***	***$9***	***$692***		***$84***	***$8,512***
City of Bakersfield	Police Officer	$4,155	$5,062			$456	$506	$83		$1,110	$63				$73	$7,353
City of Fresno	Police Officer	$4,779	$5,810				$232	$91		$655					$84	$6,873
City of Modesto	Police Officer	$4,226	$5,137			$385	$103	$92	$812						$74	$6,604
City of Stockton	Police Officer	$3,633	$5,419	$759	$108	$488	$488	$133		$890					$79	$8,363
County of Fresno	Deputy Sheriff III	$4,803	$5,559				$278	$42	$664						$425	$6,968
County of Kern	Deputy Sheriff II	$3,884	$4,741			$534	$569	$67		$830	$60	$11			$363	$7,175
County of Merced	Deputy Sheriff/Coroner II	$3,711	$4,512			$196	$226	$65		$1,054	$93	$17			$345	$6,507
County of San Joaquin	Deputy Sheriff II	$4,375	$5,316			$121	$532	$83		$1,424	$47	$6			$77	$7,606
County of San Luis Obispo	Deputy Sheriff	$5,320	$6,465			$453	$150	$45	$325						$495	$7,932
County of Stanislaus	Deputy Sheriff	$4,059	$4,934			$407	$197	$89		$1,135	$97	$28			$377	$7,265
Federal Government - Central Region	No Comparable Class															

Base Salary Median	**$4,191**		**Total Compensation Median**	**$7,220**
Base Salary Mean	**$4,295**		**Total Compensation Mean**	**$7,265**
State Relationship to Median	**27.27%**		**State Relationship to Median**	**15.18%**
State Relationship to Mean	**25.47%**		**State Relationship to Mean**	**14.66%**
Number of Comparable Matches	**10**			

Patrol Officer

Southern Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Officer California Highway Patrol***	***$4,740***	***$5,762***	***$230***		***$392***	***$288***	***$64***		***$913***	***$78***	***$9***	***$692***		***$84***	***$8,512***
City of Anaheim	Police Officer	$4,600	$6,164			$555	$925			$954	$56				$89	$8,743
City of Chula Vista	Peace Officer	$5,026	$6,110			$550	$300			$919	$48				$89	$8,015
City of Long Beach	Police Officer	$4,488	$5,558	$278		$445	$350		$843						$81	$7,554
City of Los Angeles	Police Officer II	$4,562	$6,214	$513		$62	$373	$79		$774	$68				$90	$8,173
City of Riverside	Police Officer	$4,893	$6,245			$562	$781		$935						$91	$8,613
City of San Diego	Police Officer II	$4,651	$5,620			$230	$422	$75	$465						$81	$6,893
City of Santa Ana	Police Officer	$5,051	$6,140			$553	$921			$767	$80				$89	$8,550
County of Los Angeles	Deputy Sheriff	$4,432	$5,813	$174	$233		$727	$83	$946		$57				$84	$8,117
County of Orange	Deputy Sheriff II	$4,635	$6,476			$780	$350			$620	$48				$94	$8,368
County of Riverside	Deputy Sheriff	$4,056	$5,442			$490	$599		$568						$79	$7,177
County of San Bernardino	Deputy Sheriff	$3,903	$5,469			$306	$366	$52		$872					$79	$7,144
County of San Diego	Deputy Sheriff	$3,943	$5,643			$536	$423	$60	$568						$82	$7,312
County of Ventura	Deputy Sheriff	$4,478	$6,252		$125	$719	$332	$56	$537						$91	$8,112
Federal Government - Southern Region	No Comparable Class															

Base Salary Median	**$6,110**		**Total Compensation Median**	**$8,112**
Base Salary Mean	**$5,934**		**Total Compensation Mean**	**$7,906**
State Relationship to Median	**-6.04%**		**State Relationship to Median**	**4.70%**
State Relationship to Mean	**-2.99%**		**State Relationship to Mean**	**7.13%**
Number of Comparable Matches	**13**			

Sergeant

Northern Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Sergeant California Highway Patrol***	***$5,765***	***$7,008***	***$280***		***$492***	***$350***	***$64***		***$1,013***			***$813***		***$102***	***$10,122***
City of Redding	Police Sergeant	$5,925	$7,050			$635	$361	$67		$950		$15			$102	$9,180
City of Roseville	Police Sergeant	$5,378	$7,207	$360		$649	$721		$970						$105	$10,011
City of Sacramento	Police Sergeant	$5,401	$6,565			$591	$985	$76	$880						$95	$9,192
County of Mendocino	Sheriff's Sergeant	$4,240	$5,138	$257		$308	$514	$50		$965					$393	$7,625
County of Placer	Sheriff's Sergeant	$4,482	$5,437	$544		$489	$978	$89		$1,126	$50	$9	$272		$416	$9,410
County of Sacramento	Sheriff's Sergeant	$4,947	$6,013			$318	$1,203	$75		$827	$95				$460	$8,991
County of Sutter	Sheriff's Sergeant/Detective	$3,797	$4,690			$422	$90	$67		$887	$44	$15			$359	$6,574
Federal Government-Northern Region	No Comparable Class															

Base Salary Median	**$6,013**		**Total Compensation Median**	**$9,180**
Base Salary Mean	**$6,014**		**Total Compensation Mean**	**$8,712**
State Relationship to Median	**14.20%**		**State Relationship to Median**	**9.31%**
State Relationship to Mean	**14.18%**		**State Relationship to Mean**	**13.93%**
Number of Comparable Matches	**7**			

Sergeant

Bay Area

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Sergeant California Highway Patrol***	***$5,765***	***$7,008***	***$280***		***$492***	***$350***	***$64***		***$1,013***			***$813***		***$102***	***$10,122***
City of Oakland	Sergeant of Police	$8,381	$8,381	$156		$754	$335	$64		$1,121	$97	$23			$122	$11,053
City of San Jose	Police Sergeant	$6,835	$8,306				$623	$56		$977	$101				$120	$10,183
City/County of San Francisco	Police Sergeant	$8,324	$8,324				$499	$63		$860	$109				$121	$9,976
County of Alameda	Sergeant	$7,774	$8,563				$514	$90		$1,185	$124				$628	$11,104
County of Contra Costa	Sergeant	$6,060	$7,367			$340	$368	$67		$975	$59				$107	$9,284
County of Santa Clara	Sheriff's Sergeant	$6,363	$7,742			$658	$581	$71		$1,225	$113	$11			$112	$10,513
Federal Government - Bay Area	No Comparable Class															

Base Salary Median	**$8,315**		**Total Compensation Median**	**$10,348**
Base Salary Mean	**$8,114**		**Total Compensation Mean**	**$10,352**
State Relationship to Median	**-18.65%**		**State Relationship to Median**	**-2.24%**
State Relationship to Mean	**-15.78%**		**State Relationship to Mean**	**-2.27%**
Number of Comparable Matches	**6**			

Sergeant

Central Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Sergeant California Highway Patrol***	***$5,765***	***$7,008***	***$280***		***$492***	***$350***	***$64***		***$1,013***			***$813***		***$102***	***$10,122***
City of Bakersfield	Police Sergeant	$5,879	$7,147			$643	$715	$83		$1,110	$63				$104	$9,865
City of Fresno	Police Sergeant	$5,593	$6,800				$272	$91		$655					$99	$7,917
City of Modesto	Police Sergeant	$5,562	$6,761		$101	$507		$92	$812						$98	$8,372
City of Stockton	Police Sergeant	$4,988	$6,403	$320	$128	$576	$576	$133		$890					$93	$9,120
County of Fresno	Sheriff's Sergeant	$5,674	$6,898				$345	$42	$667						$528	$8,480
County of Kern	Sheriff's Sergeant	$4,885	$5,964			$672	$716	$67		$830	$60	$11			$456	$8,776
County of Merced	Sheriff's Sergeant	$4,404	$5,358			$232	$268	$65		$1,054	$93	$17			$410	$7,497
County of San Joaquin	Sergeant	$5,190	$6,308	$158	$63	$144	$631	$83	$1,477						$91	$8,955
County of San Luis Obispo	Sergeant	$6,460	$7,852			$550	$150	$45	$325						$601	$9,522
County of Stanislaus	Sergeant	$4,806	$5,844			$482	$292	$89		$1,135	$97	$28			$447	$8,414
Federal Government - Central Region	No Comparable Class															

Base Salary Median		**$6,582**	**Total Compensation Median**	**$8,628**
Base Salary Mean		**$6,534**	**Total Compensation Mean**	**$8,692**
State Relationship to Median		**6.08%**	**State Relationship to Median**	**14.76%**
State Relationship to Mean		**6.77%**	**State Relationship to Mean**	**14.13%**
Number of Comparable Matches		**10**		

Sergeant

Southern Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Sergeant California Highway Patrol***	***$5,765***	***$7,008***	***$280***		***$492***	***$350***	***$64***		***$1,013***			***$813***		***$102***	***$10,122***
City of Anaheim	Police Sergeant	$7,925	$8,322			$749	$187			$954	$56				$121	$10,389
City of Chula Vista	Police Sergeant	$6,367	$7,739			$697	$350			$919	$48				$112	$9,865
City of Long Beach	Police Sergeant	$5,704	$7,259	$363		$581	$350		$843						$105	$9,501
City of Los Angeles	Police Sergeant II	$5,890	$8,157	$513		$82	$489	$79		$774	$68				$118	$10,281
City of Riverside	Police Sergeant	$6,885	$7,968		$200	$717	$996		$935						$116	$10,932
City of San Diego	Police Sergeant	$5,646	$6,825			$280	$512	$75	$465						$99	$8,256
City of Santa Ana	Police Sergeant	$6,230	$7,571			$681	$1,136			$767	$80				$110	$10,345
County of Los Angeles	Sergeant	$5,900	$7,330	$220	$293		$916	$83	$946		$57				$106	$9,952
County of Orange	Sergeant	$5,671	$8,032			$967	$390			$620	$48				$116	$10,174
County of Riverside	Sheriff's Sergeant	$5,718	$7,473			$673	$822	$83	$568						$108	$9,727
County of San Bernardino	Sergeant	$5,280	$6,731			$387	$640	$52		$872					$98	$8,779
County of San Diego	Sheriff's Sergeant	$6,488	$6,812			$647	$511	$60	$568						$99	$8,697
County of Ventura	Sergeant	$5,841	$8,190		$164	$942	$435	$56	$537						$119	$10,442
Federal Government - Southern Region	No Comparable Class															

Base Salary Median		**$7,571**	**Total Compensation Median**	**$9,952**
Base Salary Mean		**$7,570**	**Total Compensation Mean**	**$9,795**
State Relationship to Median		**-8.03%**	**State Relationship to Median**	**1.68%**
State Relationship to Mean		**-8.02%**	**State Relationship to Mean**	**3.23%**
Number of Comparable Matches		**13**		

Department of Personnel Administration
Data Effective: January 1, 2007

Captain

Northern Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Disability	Other Health	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Captain California Highway Patrol***	***$9,540***	***$10,837***			***$798***		***$64***		***$1,013***				***$130***		***$157***	***$12,999***
City of Redding	Police Captain	$7,530	$8,964			$807	$457	$67		$950		$17				$130	$11,391
City of Roseville	Police Captain	$8,310	$11,137	$278	$668	$1,002				$1,000	$148	$30				$161	$14,425
City of Sacramento	Police Captain	$7,642	$11,462		$458	$1,032	$2,292	$76	$880							$166	$16,367
County of Mendocino	Sheriff's Captain	$6,020	$7,320	$549	$220	$659	$732	$50		$965						$560	$11,054
County of Placer	Sheriff's Captain	$7,097	$8,629	$863		$777	$1,457	$89		$1,126	$50	$18	$431			$629	$14,069
County of Sacramento	Sheriff's Captain	$6,788	$8,251			$436	$1,650	$75		$827	$95					$623	$11,958
County of Sutter	Division Commander	$5,119	$6,293			$566	$80	$42		$887	$44					$481	$8,394
Federal Government-Northern Region	No Comparable Class																

Base Salary Median	**$8,629**		**Total Compensation Median**	**$11,958**
Base Salary Mean	**$8,865**		**Total Compensation Mean**	**$12,523**
State Relationship to Median	**20.37%**		**State Relationship to Median**	**8.01%**
State Relationship to Mean	**18.20%**		**State Relationship to Mean**	**3.67%**
Number of Comparable Matches	**7**			

Captain

Bay Area

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Disability	Other Health	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Captain California Highway Patrol***	***$9,540***	***$10,837***			***$798***		***$64***		***$1,013***				***$130***		***$157***	***$12,999***
City of Oakland	Captain of Police	$12,379	$12,379	$156		$1,114	$619	$64		$1,121	$97					$179	$15,730
City of San Jose	Police Captain	$9,159	$11,131				$835	$56		$977	$101					$161	$13,261
City/County of San Francisco	Police Captain	$11,160	$11,160				$670	$63		$860	$109					$162	$13,023
County of Alameda	Captain	$9,840	$11,950				$896	$90		$1,185	$124		$125			$677	$15,047
County of Contra Costa	Captain	$8,605	$10,459	$523	$40	$510	$523	$73		$975	$59	$0				$152	$13,314
County of Santa Clara	Captain	$9,826	$12,606			$1,072		$71		$1,225	$113					$183	$15,269
Federal Government - Bay Area	No Comparable Class																

Base Salary Median	**$11,555**		**Total Compensation Median**	**$14,181**
Base Salary Mean	**$11,614**		**Total Compensation Mean**	**$14,274**
State Relationship to Median	**-6.63%**		**State Relationship to Median**	**-9.09%**
State Relationship to Mean	**-7.17%**		**State Relationship to Mean**	**-9.81%**
Number of Comparable Matches	**6**			

Captain

Central Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Disability	Other Health	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Captain California Highway Patrol***	***$9,540***	***$10,837***			***$798***		***$64***		***$1,013***				***$130***		***$157***	***$12,999***
City of Bakersfield	Police Captain	$8,391	$10,200			$918	$1,020	$83		$1,110	$63					$148	$13,542
City of Fresno	Police Captain	$7,768	$9,762		$120			$66		$655		$43				$142	$10,788
City of Modesto	Police Captain	$7,718	$9,403		$235	$705		$92	$812			$39				$136	$11,423
City of Stockton	Police Captain	$7,910	$10,154	$609	$508	$914	$1,218	$133		$890		$20				$147	$14,594
County of Fresno	Sheriff's Captain	$7,312	$8,887				$444	$42	$667			$17				$633	$10,690
County of Kern	Sheriff's Commander	$6,790	$8,289			$934	$597	$67		$830	$60					$624	$11,401
County of Merced	Commander-Operations	$6,086	$7,403			$321	$370	$65		$1,054	$93	$48				$566	$9,921
County of San Joaquin	Sheriff Captain	$7,859	$9,552	$143	$96	$218	$1,051	$83	$1,534							$139	$12,815
County of San Luis Obispo	Sheriff's Commander	$8,559	$10,403					$45	$350			$30	$17			$655	$11,499
County of Stanislaus	Captain	$6,669	$10,004		$150	$825		$85		$1,135	$97					$649	$12,945
Federal Government - Central Region	No Comparable Class																

Base Salary Median	**$9,657**		**Total Compensation Median**	**$11,461**
Base Salary Mean	**$9,406**		**Total Compensation Mean**	**$11,962**
State Relationship to Median	**10.89%**		**State Relationship to Median**	**11.83%**
State Relationship to Mean	**13.21%**		**State Relationship to Mean**	**7.98%**
Number of Comparable Matches	**10**			

Captain

Southern Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Disability	Other Health	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Captain California Highway Patrol***	***$9,540***	***$10,837***			***$798***		***$64***		***$1,013***				***$130***		***$157***	***$12,999***
City of Anaheim	Police Captain	$9,532	$13,106			$1,180				$954	$56	$14				$190	$15,500
City of Chula Vista	Police Captain	$12,416	$12,416			$1,117			$936							$180	$14,649
City of Long Beach	Police Commander	$7,227	$9,033	$452		$723			$843			$23				$131	$11,205
City of Los Angeles	Police Captain II	$10,122	$11,910			$119	$596	$79		$774	$68					$173	$13,718
City of Riverside	Police Captain	$9,552	$12,494		$157	$1,124			$935							$181	$14,892
City of San Diego	Police Captain	$8,575	$10,272			$421	$770	$75	$715			$0				$149	$12,402
City of Santa Ana	Police Captain	$10,207	$11,816			$1,063	$886			$938	$100	$39				$171	$15,014
County of Los Angeles	Captain	$8,625	$10,715	$321	$429		$1,179		$918		$61					$155	$13,778
County of Orange	Captain	$10,325	$11,775			$1,418				$620	$74					$171	$14,057
County of Riverside	Sheriff Captain	$7,594	$9,926			$893	$1,092	$42	$568			$0				$144	$12,665
County of San Bernardino	Captain	$7,394	$9,462		$757	$960	$1,041			$750						$137	$13,107
County of San Diego	Sheriff's Captain	$7,415	$9,011			$856	$901	$60	$568							$131	$11,527
County of Ventura	Commander	$8,680	$12,152		$365	$1,397	$911	$56	$537			$57				$176	$15,651
Federal Government - Southern Region	No Comparable Class																

Base Salary Median	**$11,775**		**Total Compensation Median**	**$13,778**
Base Salary Mean	**$11,084**		**Total Compensation Mean**	**$13,705**
State Relationship to Median	**-8.66%**		**State Relationship to Median**	**-5.99%**
State Relationship to Mean	**-2.28%**		**State Relationship to Mean**	**-5.43%**
Number of Comparable Matches	**13**			

Correctional Officer

Northern Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Correctional Officer***	***$5,055***	***$6,144***	***$246***	***$123***		***$135***	***$44***		***$807***	***$44***	***$8***	***$130***		***$89***	***$7,770***
City of Redding	No Comparable Class															
City of Roseville	No Comparable Class															
City of Sacramento	No Comparable Class															
County of Mendocino	Corrections Deputy	$3,323	$4,040	$202		$242	$202	$50		$965					$309	$6,010
County of Placer	Correctional Officer II	$3,592	$4,366	$437		$393		$89		$1,190	$50	$9			$334	$6,868
County of Sacramento	Deputy Sheriff	$4,265	$5,185			$274	$1,037	$75		$827	$95				$397	$7,890
County of Sutter	Correctional Officer	$2,847	$3,555			$320	$90	$67		$887	$44	$15			$272	$5,250
Federal Government-Northern Region	Correctional Officer	$3,134	$4,571		$229			$33		$697					$350	$5,880

Base Salary Median	**$4,366**	**Total Compensation Median**	**$6,010**
Base Salary Mean	**$4,343**	**Total Compensation Mean**	**$6,379**
State Relationship to Median	**28.94%**	**State Relationship to Median**	**22.64%**
State Relationship to Mean	**29.31%**	**State Relationship to Mean**	**17.89%**
Number of Comparable Matches	**5**		

Correctional Officer

Bay Area

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Correctional Officer***	***$5,055***	***$6,144***	***$246***	***$123***		***$135***	***$44***		***$807***	***$44***	***$8***	***$130***	***$175***	***$89***	***$7,945***
City of Oakland	No Comparable Class															
City of San Jose	No Comparable Class															
City/County of San Francisco	Deputy Sheriff	$4,912	$6,266	$125			$376	$71		$860	$109				$91	$7,898
County of Alameda	Deputy Sheriff II	$5,907	$7,174				$430	$90		$1,185	$124				$549	$9,552
County of Contra Costa	Deputy Sheriff II	$5,240	$6,369			$294	$318	$67		$975	$59				$92	$8,175
County of Santa Clara	Correctional Officer	$4,804	$5,839			$496	$438	$71		$1,225	$113	$11			$85	$8,278
Federal Government - Bay Area	Correctional Officer	$3,432	$4,941		$247			$33		$697					$378	$6,296

Base Salary Median	**$6,266**	**Total Compensation Median**	**$8,175**
Base Salary Mean	**$6,118**	**Total Compensation Mean**	**$8,040**
State Relationship to Median	**-1.99%**	**State Relationship to Median**	**-2.90%**
State Relationship to Mean	**0.43%**	**State Relationship to Mean**	**-1.20%**
Number of Comparable Matches	**5**		

Correctional Officer

Central Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Correctional Officer***	***$5,055***	***$6,144***	***$246***	***$123***		***$135***	***$44***		***$807***	***$44***	***$8***	***$130***		***$89***	***$7,770***
City of Bakersfield	No Comparable Class															
City of Fresno	No Comparable Class															
City of Modesto	No Comparable Class															
City of Stockton	No Comparable Class															
County of Fresno	Correctional Officer III	$3,414	$4,150				$208	$42	$667						$317	$5,384
County of Kern	Sheriff's Detentions Deputy	$3,278	$4,002	$240		$451		$67		$830	$60	$11			$306	$5,967
County of Merced	Correctional Officer II	$3,300	$4,013			$174	$201	$65		$1,054	$93	$17			$307	$5,924
County of San Joaquin	Correctional Officer	$3,779	$4,593	$46		$105		$83		$1,424	$47	$6			$67	$6,370
County of San Luis Obispo	Sheriff's Correctional Officer	$4,675	$5,683			$398	$150	$45	$325						$435	$7,036
County of Stanislaus	Deputy Sheriff-Custodial	$3,652	$4,439			$366	$178	$89		$1,135	$97	$28			$340	$6,671
Federal Government - Central Region	Correctional Officer	$2,966	$4,270		$214			$33		$697					$327	$5,540

Base Salary Median	**$4,270**	**Total Compensation Median**	**$5,967**
Base Salary Mean	**$4,450**	**Total Compensation Mean**	**$6,128**
State Relationship to Median	**30.50%**	**State Relationship to Median**	**23.20%**
State Relationship to Mean	**27.57%**	**State Relationship to Mean**	**21.14%**
Number of Comparable Matches	**7**		

Correctional Officer

Southern Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Correctional Officer***	***$5,055***	***$6,144***	***$246***	***$123***		***$135***	***$44***		***$807***	***$44***	***$8***	***$130***		***$89***	***$7,770***
City of Anaheim	No Comparable Class															
City of Chula Vista	No Comparable Class															
City of Long Beach	No Comparable Class															
City of Los Angeles	No Comparable Class															
City of Riverside	No Comparable Class															
City of San Diego	No Comparable Class															
City of Santa Ana	No Comparable Class															
County of Los Angeles	Deputy Sheriff	$4,432	$5,813	$174	$233		$349	$83	$946		$57				$84	$7,739
County of Orange	Deputy Sheriff II	$3,635	$6,476			$780	$390			$620	$48				$94	$8,408
County of Riverside	Correctional Deputy II	$3,452	$4,635			$417		$83	$568						$67	$5,771
County of San Bernardino	Deputy Sheriff	$3,903	$5,469			$311	$366	$52		$872					$79	$7,149
County of San Diego	Deputy Sheriff-Detentions/Court Services	$3,160	$4,890			$465	$245	$60	$568						$71	$6,298
County of Ventura	Deputy Sheriff	$4,478	$6,252		$188	$719	$332	$56	$537						$91	$8,174
Federal Government - Southern Region	Correctional Officer	$3,134	$4,511		$226			$33		$697					$345	$5,812

Base Salary Median	**$5,469**	**Total Compensation Median**	**$7,149**
Base Salary Mean	**$5,435**	**Total Compensation Mean**	**$7,050**
State Relationship to Median	**10.99%**	**State Relationship to Median**	**7.99%**
State Relationship to Mean	**11.54%**	**State Relationship to Mean**	**9.26%**
Number of Comparable Matches	**7**		

Correctional Sergeant

Northern Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Correctional Sergeant***	***$5,675***	***$6,892***	***$207***	***$138***		***$100***	***$44***		***$1,013***			***$130***		***$100***	***$8,624***
City of Redding	No Comparable Class															
City of Roseville	No Comparable Class															
City of Sacramento	No Comparable Class															
County of Mendocino	Corrections Sergeant	$4,240	$5,153	$258		$309	$515	$50		$965					$394	$7,644
County of Placer	Correctional Sergeant	$3,960	$4,814	$481		$433		$89		$1,190	$50	$9			$368	$7,435
County of Sacramento	Sheriff's Sergeant	$4,947	$6,013			$318	$1,203	$75		$827	$95				$460	$8,991
County of Sutter	Correctional Sergeant	$3,398	$4,226			$380	$90	$67		$887	$44	$15			$323	$6,033
Federal Government-Northern Region	No Comparable Class															

Base Salary Median		**$4,984**	**Total Compensation Median**	**$7,540**
Base Salary Mean		**$5,052**	**Total Compensation Mean**	**$7,526**
State Relationship to Median		**27.69%**	**State Relationship to Median**	**12.57%**
State Relationship to Mean		**26.70%**	**State Relationship to Mean**	**12.73%**
Number of Comparable Matches		**4**		

Correctional Sergeant

Bay Area

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Correctional Sergeant***	***$5,675***	***$6,892***	***$207***	***$138***		***$100***	***$44***		***$1,013***			***$130***	***$175***	***$100***	***$8,799***
City of Oakland	No Comparable Class															
City of San Jose	No Comparable Class															
City/County of San Francisco	Sheriff's Sergeant	$6,000	$7,657	$153			$459	$71		$860	$109				$111	$9,421
County of Alameda	Sergeant	$7,774	$8,563				$514	$90		$1,185	$124				$628	$11,104
County of Contra Costa	Sergeant	$6,060	$7,367			$340	$368	$67		$975	$59				$107	$9,284
County of Santa Clara	Correctional Sergeant	$6,363	$7,742			$658	$581	$71		$1,225	$113	$11			$112	$10,513
Federal Government - Bay Area	No Comparable Class															

Base Salary Median		**$7,700**	**Total Compensation Median**	**$9,967**
Base Salary Mean		**$7,832**	**Total Compensation Mean**	**$10,080**
State Relationship to Median		**-11.72%**	**State Relationship to Median**	**-13.27%**
State Relationship to Mean		**-13.64%**	**State Relationship to Mean**	**-14.56%**
Number of Comparable Matches		**4**		

Correctional Sergeant

Central Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Correctional Sergeant***	***$5,675***	***$6,892***	***$207***	***$138***		***$100***	***$44***		***$1,013***			***$130***		***$100***	***$8,624***
City of Bakersfield	No Comparable Class															
City of Fresno	No Comparable Class															
City of Modesto	No Comparable Class															
City of Stockton	No Comparable Class															
County of Fresno	Correctional Sergeant	$4,407	$5,358					$42	$667						$410	$6,477
County of Kern	Sheriff's Detentions Sergeant	$4,123	$5,034	$302		$567		$67		$830	$60	$11			$385	$7,256
County of Merced	Senior Correctional Sergeant	$4,361	$5,306			$230	$100	$65		$1,054	$93	$17			$406	$7,271
County of San Joaquin	Correctional Sergeant	$4,505	$5,476	$55		$125		$83		$1,424	$47	$6			$79	$7,295
County of San Luis Obispo	Sheriff's Correctional Sergeant	$5,852	$7,112			$498	$150	$45	$325						$544	$8,674
County of Stanislaus	Sergeant-Custodial	$4,390	$5,338			$440	$214	$89		$1,135	$97	$28			$408	$7,749
Federal Government - Central Region	No Comparable Class															

Base Salary Median	**$5,348**		**Total Compensation Median**	**$7,283**
Base Salary Mean	**$5,604**		**Total Compensation Mean**	**$7,454**
State Relationship to Median	**22.40%**		**State Relationship to Median**	**15.55%**
State Relationship to Mean	**18.69%**		**State Relationship to Mean**	**13.57%**
Number of Comparable Matches	**6**			

Correctional Sergeant

Southern Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Correctional Sergeant***	***$5,675***	***$6,892***	***$207***	***$138***		***$100***	***$44***		***$1,013***			***$130***		***$100***	***$8,624***
City of Anaheim	No Comparable Class															
City of Chula Vista	No Comparable Class															
City of Long Beach	No Comparable Class															
City of Los Angeles	No Comparable Class															
City of Riverside	No Comparable Class															
City of San Diego	No Comparable Class															
City of Santa Ana	No Comparable Class															
County of Los Angeles	Sergeant	$5,900	$7,330	$440	$293		$440	$83	$946		$57				$106	$9,695
County of Orange	Sergeant	$5,671	$8,032			$967	$390			$620	$48				$116	$10,174
County of Riverside	Correctional Sergeant	$4,918	$6,428			$579		$83	$568						$93	$7,751
County of San Bernardino	Sergeant	$5,280	$6,731			$394	$640	$52		$872					$98	$8,787
County of San Diego	Sheriff's Sergeant-Detentions	$5,245	$6,374			$606	$244	$60	$568						$92	$7,944
County of Ventura	Sergeant	$5,841	$8,190		$164	$942	$435	$56	$537						$119	$10,442
Federal Government - Southern Region	No Comparable Class															

Base Salary Median	**$7,031**		**Total Compensation Median**	**$9,241**
Base Salary Mean	**$5,476**		**Total Compensation Mean**	**$9,132**
State Relationship to Median	**-2.01%**		**State Relationship to Median**	**-7.16%**
State Relationship to Mean	**20.55%**		**State Relationship to Mean**	**-5.89%**
Number of Comparable Matches	**6**			

Correctional Captain

Northern Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Correctional Captain***	***$8,238***	***$9,082***		***$182***			***$44***		***$1,013***			***$130***		***$132***	***$10,582***
City of Redding	No Comparable Class															
City of Roseville	No Comparable Class															
City of Sacramento	No Comparable Class															
County of Mendocino	Sheriff's Captain	$6,020	$7,320	$549	$220	$659	$732	$50		$965					$560	$11,054
County of Placer	Sheriff's Captain	$7,097	$8,629	$863		$777	$1,457	$89		$1,126	$50	$9	$431		$629	$14,060
County of Sacramento	Sheriff's Captain	$6,788	$8,251			$436	$1,650	$75		$827	$95				$623	$11,958
County of Sutter	Division Commander	$5,119	$6,293			$566	$80	$42		$887	$44	$15			$481	$8,409
Federal Government-Northern Region	Correctional Captain	$6,639	$8,631		$432					$697					$629	$10,388

Base Salary Median	**$8,251**	**Total Compensation Median**	**$11,054**
Base Salary Mean	**$7,825**	**Total Compensation Mean**	**$11,174**
State Relationship to Median	**9.15%**	**State Relationship to Median**	**-4.46%**
State Relationship to Mean	**13.84%**	**State Relationship to Mean**	**-5.59%**
Number of Comparable Matches	**5**		

Correctional Captain

Bay Area

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Correctional Captain***	***$8,238***	***$9,082***		***$182***			***$44***		***$1,013***			***$130***		***$132***	***$10,582***
City of Oakland	No Comparable Class															
City of San Jose	No Comparable Class															
City/County of San Francisco	Sheriff Captain	$7,889	$10,064	$201			$604	$71		$860	$109				$146	$12,055
County of Alameda	Captain	$9,840	$11,950				$896	$90		$1,185	$124				$677	$14,922
County of Contra Costa	Captain	$8,605	$10,459	$523	$40	$510	$261	$73		$975	$59				$152	$13,052
County of Santa Clara	Correctional Captain	$9,826	$12,606			$1,072		$71		$1,225	$113	$11			$183	$15,280
Federal Government - Bay Area	Correctional Captain	$7,271	$9,453		$473					$697					$641	$11,263

Base Salary Median	**$10,459**	**Total Compensation Median**	**$13,052**
Base Salary Mean	**$10,906**	**Total Compensation Mean**	**$13,315**
State Relationship to Median	**-15.16%**	**State Relationship to Median**	**-23.34%**
State Relationship to Mean	**-20.09%**	**State Relationship to Mean**	**-25.82%**
Number of Comparable Matches	**5**		

Correctional Captain

Central Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Correctional Captain***	***$8,238***	***$9,082***		***$182***			***$44***		***$1,013***			***$130***		***$132***	***$10,582***
City of Bakersfield	No Comparable Class															
City of Fresno	No Comparable Class															
City of Modesto	No Comparable Class															
City of Stockton	No Comparable Class															
County of Fresno	Correctional Captain	$6,734	$8,183				$409	$42	$667						$622	$9,924
County of Kern	Sheriff's Commander	$6,790	$8,289	$166		$934	$597	$67		$830	$60	$11			$624	$11,578
County of Merced	Commander-Corrections	$6,086	$7,403			$321	$370	$65		$1,054	$93	$17			$566	$9,889
County of San Joaquin	Sheriff's Captain	$7,859	$9,552	$143	$96	$218	$1,051	$83	$1,534						$139	$12,815
County of San Luis Obispo	Sheriff's Commander	$8,559	$10,403					$45	$350				$17		$655	$11,469
County of Stanislaus	Captain	$6,669	$10,004		$150	$825		$85		$1,135	$97	$28			$649	$12,973
Federal Government - Central Region	Correctional Captain	$6,285	$8,170		$409					$697					$622	$9,898

Base Salary Median	**$8,289**		**Total Compensation Median**	**$11,469**
Base Salary Mean	**$8,858**		**Total Compensation Mean**	**$11,221**
State Relationship to Median	**8.73%**		**State Relationship to Median**	**-8.38%**
State Relationship to Mean	**2.47%**		**State Relationship to Mean**	**-6.03%**
Number of Comparable Matches	**7**			

Correctional Captain

Southern Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Correctional Captain***	***$8,238***	***$9,082***		***$182***			***$44***		***$1,013***			***$130***		***$132***	***$10,582***
City of Anaheim	No Comparable Class															
City of Chula Vista	No Comparable Class															
City of Long Beach	No Comparable Class															
City of Los Angeles	No Comparable Class															
City of Riverside	No Comparable Class															
City of San Diego	No Comparable Class															
City of Santa Ana	No Comparable Class															
County of Los Angeles	Captain	$8,625	$10,715	$321	$429		$536		$918		$61				$155	$13,135
County of Orange	Captain	$10,325	$11,775			$1,418				$620	$74				$171	$14,057
County of Riverside	Sheriff Captain	$7,594	$9,926			$893	$1,092	$42	$568						$144	$12,665
County of San Bernardino	Captain	$7,394	$9,462		$757	$960	$1,041			$750					$137	$13,107
County of San Diego	Sheriff's Detentions Captain	$7,415	$9,011			$856	$901	$60	$568						$131	$11,527
County of Ventura	Commander	$8,680	$12,152		$365	$1,397	$911	$56	$537			$57			$176	$15,651
Federal Government - Southern Region	Correctional Captain	$6,920	$8,996		$450					$697					$634	$10,777

Base Salary Median	**$9,926**		**Total Compensation Median**	**$13,107**
Base Salary Mean	**$10,291**		**Total Compensation Mean**	**$12,989**
State Relationship to Median	**-9.29%**		**State Relationship to Median**	**-23.86%**
State Relationship to Mean	**-13.31%**		**State Relationship to Mean**	**-22.74%**
Number of Comparable Matches	**7**			

Investigator

Northern Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Senior Special Investigator***	***$4,727***	***$5,705***	***$171***			***$100***			***$978***			***$65***		***$83***	***$7,102***
City of Redding	Police Investigator	$5,739	$5,739			$517	$298	$75		$950		$15			$83	$7,677
City of Roseville	Police Officer	$4,084	$5,881	$294		$529	$588		$970						$85	$8,348
City of Sacramento	Police Officer	$4,427	$5,381			$484	$807	$76	$880						$78	$7,706
County of Mendocino	District Attorney Investigator	$4,040	$4,911			$295	$491	$50		$965					$376	$7,087
County of Placer	District Attorney Investigator	$4,706	$5,689	$569		$512	$1,016			$1,126	$50	$9			$435	$9,406
County of Sacramento	Criminal Investigator II	$4,715	$5,730			$303	$1,146			$827	$95				$438	$8,539
County of Sutter	Senior Criminal Investigator	$4,006	$4,956			$446	$90			$887	$44	$15			$379	$6,817
Federal Government-Northern Region	Investigator	$4,658	$7,258		$363					$697					$555	$8,873

Base Salary Median	**$5,710**	**Total Compensation Median**	**$8,027**
Base Salary Mean	**$5,693**	**Total Compensation Mean**	**$8,057**
State Relationship to Median	**-0.08%**	**State Relationship to Median**	**-13.03%**
State Relationship to Mean	**0.21%**	**State Relationship to Mean**	**-13.45%**
Number of Comparable Matches	**8**		

Investigator

Bay Area

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Senior Special Investigator***	***$4,727***	***$5,705***	***$171***			***$100***			***$978***			***$65***		***$83***	***$7,102***
City of Oakland	Police Officer	$5,764	$7,264	$156		$654	$291	$64		$1,121	$97	$23			$105	$9,775
City of San Jose	Data Not Available															
City/County of San Francisco	District Attorney Investigator	$6,227	$7,947				$477			$860	$109				$115	$9,508
County of Alameda	Inspector II	$6,415	$8,005				$560			$1,185	$124				$612	$10,487
County of Contra Costa	District Attorney Senior Inspector	$6,927	$8,420			$389				$975	$59				$122	$9,965
County of Santa Clara	Criminal Investigator II	$6,363	$7,742			$658	$581			$1,225	$113	$11			$112	$10,442
Federal Government - Bay Area	Investigator	$6,115	$7,950		$398					$697					$608	$9,653

Base Salary Median	**$7,949**	**Total Compensation Median**	**$9,870**
Base Salary Mean	**$7,888**	**Total Compensation Mean**	**$9,972**
State Relationship to Median	**-39.33%**	**State Relationship to Median**	**-38.98%**
State Relationship to Mean	**-38.26%**	**State Relationship to Mean**	**-40.41%**
Number of Comparable Matches	**6**		

Investigator

Central Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Senior Special Investigator***	***$4,727***	***$5,705***	***$171***			***$100***			***$978***			***$65***		***$83***	***$7,102***
City of Bakersfield	Detective	$4,677	$5,699			$513	$570	$83		$1,110	$63				$83	$8,120
City of Fresno	Police Specialist	$4,639	$5,640				$226	$74		$655					$82	$6,676
City of Modesto	Police Detective	$4,655	$5,670			$425	$113	$92	$812						$82	$7,195
City of Stockton	Police Officer	$3,633	$5,419	$759	$108	$488	$488	$133		$890					$79	$8,363
County of Fresno	Senior District Attorney Investigator	$5,260	$6,393				$320		$667						$489	$7,869
County of Kern	District Attorney Investigator III	$5,187	$6,332			$714	$475	$67		$830	$60	$11			$484	$8,973
County of Merced	District Attorney Investigator II	$4,153	$5,053			$219	$253	$65		$1,054	$93	$17			$387	$7,140
County of San Joaquin	District Attorney Investigator	$5,290	$6,431		$64	$147	$804			$1,424	$47	$6			$93	$9,016
County of San Luis Obispo	District Attorney Investigator II	$6,307	$7,668			$552	$115		$290				$17		$587	$9,228
County of Stanislaus	Criminal Investigator II	$4,807	$5,845			$307	$292			$1,135	$97	$28			$447	$8,151
Federal Government - Central Region	Investigator	$5,285	$6,871		$344					$697					$526	$8,437

Base Salary Median	**$5,845**	**Total Compensation Median**	**$8,151**
Base Salary Mean	**$6,093**	**Total Compensation Mean**	**$8,106**
State Relationship to Median	**-2.45%**	**State Relationship to Median**	**-14.78%**
State Relationship to Mean	**-6.80%**	**State Relationship to Mean**	**-14.14%**
Number of Comparable Matches	**11**		

Investigator

Southern Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Senior Special Investigator***	***$4,727***	***$5,705***	***$171***			***$100***			***$978***			***$65***		***$83***	***$7,102***
City of Anaheim	Police Officer	$4,715	$6,318			$569	$948			$954	$56				$92	$8,936
City of Chula Vista	Police Agent	$5,535	$6,728			$606	$300			$919	$48				$98	$8,698
City of Long Beach	Police Officer	$4,788	$5,858	$293		$469	$350		$843						$85	$7,897
City of Los Angeles	Police Detective II	$6,932	$7,727	$513		$77	$464			$774	$68				$112	$9,735
City of Riverside	Police Detective	$5,633	$6,885			$620	$861		$935						$100	$9,400
City of San Diego	Police Officer II	$4,884	$5,901			$242	$443	$75	$465						$86	$7,211
City of Santa Ana	Police Officer	$5,177	$6,294			$566	$944			$767	$80				$91	$8,743
County of Los Angeles	Senior Investigator, D.A.	$5,547	$7,275	$218	$291		$909	$83	$946		$57				$105	$9,885
County of Orange	Investigator	$5,521	$7,067			$851	$390			$620	$48				$102	$9,078
County of Riverside	Senior District Attorney Investigator	$5,152	$6,915			$622	$761		$568						$100	$8,966
County of San Bernardino	Senior District Attorney Investigator	$5,228	$6,665			$306	$366	$52		$872					$97	$8,357
County of San Diego	District Attorney Investigator III	$5,479	$6,659			$633	$499		$653						$97	$8,541
County of Ventura	District Attorney Investigator III	$6,129	$8,593		$172	$988	$435	$56	$537						$125	$10,906
Federal Government - Southern Region	Investigator	$5,819	$7,565		$378					$697					$579	$9,219

Base Salary Median	**$6,807**	**Total Compensation Median**	**$8,951**
Base Salary Mean	**$6,889**	**Total Compensation Mean**	**$8,969**
State Relationship to Median	**-19.31%**	**State Relationship to Median**	**-26.04%**
State Relationship to Mean	**-20.76%**	**State Relationship to Mean**	**-26.30%**
Number of Comparable Matches	**14**		

Supervising Investigator

Northern Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Supervising Special Investigator I***	***$5,192***	***$6,265***	***$188***			***$100***			***$1,013***			***$65***		***$91***	***$7,722***
City of Redding	Police Sergeant	$5,925	$7,050			$635	$361	$67		$950		$15			$102	$9,180
City of Roseville	Police Sergeant	$5,378	$7,207	$360		$649	$721		$970						$105	$10,011
City of Sacramento	Police Sergeant	$5,401	$6,565			$591	$985	$76	$880						$95	$9,192
County of Mendocino	Chief District Attorney Investigator	$5,786	$7,032			$422	$703	$50		$965					$538	$9,710
County of Placer	Supervising District Attorney Investigator	$5,404	$6,681	$668		$601	$1,165			$1,126	$50	$9			$511	$10,811
County of Sacramento	Supervising Criminal Investigator	$5,799	$7,051			$373	$1,410			$827	$95				$539	$10,295
County of Sutter	Chief Investigator District Attorney	$5,119	$6,293			$566	$80			$887	$47	$15			$481	$8,370
Federal Government-Northern Region	Supervisory Investigator	$6,639	$8,631		$432					$697					$629	$10,388

Base Salary Median	**$7,041**	**Total Compensation Median**	**$9,861**
Base Salary Mean	**$7,064**	**Total Compensation Mean**	**$9,745**
State Relationship to Median	**-12.39%**	**State Relationship to Median**	**-27.70%**
State Relationship to Mean	**-12.75%**	**State Relationship to Mean**	**-26.20%**
Number of Comparable Matches	**8**		

Supervising Investigator

Bay Area

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Supervising Special Investigator I***	***$5,192***	***$6,265***	***$188***			***$100***			***$1,013***			***$65***		***$91***	***$7,722***
City of Oakland	Police Sergeant	$8,381	$8,381	$156		$754	$335	$64		$1,121	$97	$23			$122	$11,053
City of San Jose	Data Not Available															
City/County of San Francisco	Senior District Attorney Investigator	$6,773	$8,643				$519			$860	$109				$125	$10,256
County of Alameda	Lieutenant of Inspectors	$8,006	$9,714				$680			$1,185	$124				$645	$12,348
County of Contra Costa	District Attorney Lieutenant of Inspectors	$7,130	$8,667	$433	$85	$400	$433			$975	$59				$126	$11,179
County of Santa Clara	Criminal Investigator III	$7,519	$9,141			$777	$686			$1,225	$113	$11			$133	$12,085
Federal Government - Bay Area	Supervising Investigator	$7,271	$9,453		$473					$697					$641	$11,263

Base Salary Median	**$8,904**	**Total Compensation Median**	**$11,221**
Base Salary Mean	**$9,000**	**Total Compensation Mean**	**$11,364**
State Relationship to Median	**-42.12%**	**State Relationship to Median**	**-45.32%**
State Relationship to Mean	**-43.65%**	**State Relationship to Mean**	**-47.17%**
Number of Comparable Matches	**6**		

Supervising Investigator

Central Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Supervising Special Investigator I***	***$5,192***	***$6,265***	***$188***			***$100***			***$1,013***			***$65***		***$91***	***$7,722***
City of Bakersfield	Police Sergeant	$5,879	$7,147			$643	$715	$83		$1,110	$63				$104	$9,865
City of Fresno	Police Sergeant	$5,593	$6,800				$272	$74		$655					$99	$7,900
City of Modesto	Police Sergeant	$5,562	$6,761		$101	$507		$92	$812						$98	$8,372
City of Stockton	Police Sergeant	$4,988	$6,403	$320	$128	$576	$576	$133		$890					$93	$9,120
County of Fresno	Supervising District Attorney Investigator	$6,259	$7,607						$642						$582	$8,831
County of Kern	District Attorney's Lieutenant	$5,702	$6,961	$139		$785	$835	$67		$830	$60	$11			$533	$10,221
County of Merced	Supervising District Attorney Investigator	$4,834	$5,881			$255	$294	$65		$1,054	$93	$17			$450	$8,109
County of San Joaquin	District Attorney Investigator III	$5,919	$7,199	$108	$72	$164	$792	$83	$1,534						$104	$10,056
County of San Luis Obispo	Supervising District Attorney Investigator	$7,491	$9,105			$656	$115		$290				$17		$636	$10,818
County of Stanislaus	Senior Criminal Investigator	$5,290	$6,431			$338	$322			$1,135	$97	$28			$492	$8,842
Federal Government - Central Region	Supervisory Investigator	$6,285	$8,170		$409					$697					$622	$9,898

Base Salary Median	**$6,961**		**Total Compensation Median**	**$9,120**
Base Salary Mean	**$5,800**		**Total Compensation Mean**	**$9,275**
State Relationship to Median	**-11.11%**		**State Relationship to Median**	**-18.10%**
State Relationship to Mean	**7.42%**		**State Relationship to Mean**	**-20.12%**
Number of Comparable Matches	**11**			

Supervising Investigator

Southern Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Supervising Special Investigator I***	***$5,192***	***$6,265***	***$188***			***$100***			***$1,013***			***$65***		***$91***	***$7,722***
City of Anaheim	Police Sergeant	$7,925	$8,322			$749	$187			$954	$56				$121	$10,389
City of Chula Vista	Police Sergeant	$6,367	$7,739			$697	$350			$919	$48				$112	$9,865
City of Long Beach	Police Sergeant	$6,004	$7,559	$378		$605	$350		$843						$110	$9,844
City of Los Angeles	Data Not Available															
City of Riverside	Police Sergeant	$6,885	$7,968		$200	$717	$996		$935						$116	$10,932
City of San Diego	Police Sergeant	$5,928	$7,166			$294	$537	$75	$465						$104	$8,641
City of Santa Ana	Police Sergeant	$6,384	$7,761			$698	$1,164			$767	$80				$113	$10,583
County of Los Angeles	Supervising Investigator	$6,229	$7,739	$232	$310		$967	$83	$946		$57				$112	$10,447
County of Orange	Supervising Attorney's Investigator	$6,321	$8,476			$1,021	$390			$620	$48				$123	$10,677
County of Riverside	Supervising District Attorney Investigator	$6,608	$8,635		$108	$777	$950		$706						$125	$11,302
County of San Bernardino	District Attorney Supervising Investigator	$5,817	$8,126			$387	$702	$52		$872					$118	$10,257
County of San Diego	District Attorney Investigator IV	$6,074	$7,382			$701	$554		$653						$107	$9,397
County of Ventura	Senior District Attorney Investigator	$6,582	$9,246		$185	$1,063	$435	$56	$537						$134	$11,656
Federal Government - Southern Region	Supervising Investigator	$6,699	$8,996		$450					$697					$634	$10,777

Base Salary Median	**$7,968**		**Total Compensation Median**	**$10,447**
Base Salary Mean	**$8,086**		**Total Compensation Mean**	**$10,367**
State Relationship to Median	**-27.18%**		**State Relationship to Median**	**-35.29%**
State Relationship to Mean	**-29.06%**		**State Relationship to Mean**	**-34.25%**
Number of Comparable Matches	**13**			

Department of Personnel Administration
Data Effective: January 1, 2007

Criminalist

Northern Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Senior Criminalist***	***$5,279***	***$6,534***							***$978***					***$95***	***$7,607***
City of Redding	No Comparable Class															
City of Roseville	No Comparable Class															
City of Sacramento	No Comparable Class															
County of Mendocino	No Comparable Class															
County of Placer	No Comparable Class															
County of Sacramento	Criminalist IV	$5,484	$6,668			$156				$827	$95				$510	$8,256
County of Sutter	No Comparable Class															
Federal Government-Northern Region	Forensic Chemist	$2,541	$7,258		$363					$697					$555	$8,873

Base Salary Median		**$6,963**	**Total Compensation Median**	**$8,565**
Base Salary Mean		**$6,963**	**Total Compensation Mean**	**$8,565**
State Relationship to Median		**-6.57%**	**State Relationship to Median**	**-12.59%**
State Relationship to Mean		**-6.57%**	**State Relationship to Mean**	**-12.59%**
Number of Comparable Matches		**2**		

Criminalist

Bay Area

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Senior Criminalist***	***$5,279***	***$6,534***							***$978***					***$95***	***$7,607***
City of Oakland	Criminalist II	$6,023	$7,396			$370				$1,121	$97	$23			$107	$9,114
City of San Jose	No Comparable Class															
City/County of San Francisco	Criminalist II	$6,920	$8,409							$860	$109				$122	$9,500
County of Alameda	Criminalist III	$5,650	$6,812							$1,116	$124				$521	$8,573
County of Contra Costa	Criminalist II	$5,953	$7,236			$353	$362			$975	$59				$105	$9,090
County of Santa Clara	Criminalist III	$6,188	$7,492			$524				$1,225	$113	$11			$109	$9,474
Federal Government - Bay Area	Forensic Chemist	$2,783	$7,950		$398					$697					$608	$9,653

Base Salary Median		**$7,444**	**Total Compensation Median**	**$9,294**
Base Salary Mean		**$7,549**	**Total Compensation Mean**	**$9,234**
State Relationship to Median		**-13.93%**	**State Relationship to Median**	**-22.18%**
State Relationship to Mean		**-15.54%**	**State Relationship to Mean**	**-21.39%**
Number of Comparable Matches		**6**		

Criminalist

Central Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Senior Criminalist***	***$5,279***	***$6,534***							***$978***					***$95***	***$7,607***
City of Bakersfield	No Comparable Class															
City of Fresno	No Comparable Class															
City of Modesto	No Comparable Class															
City of Stockton	No Comparable Class															
County of Fresno	Criminalist II	$5,364	$6,521					$25	$667						$499	$7,712
County of Kern	Criminalist III	$5,344	$6,524	$391						$830	$60	$11			$499	$8,316
County of Merced	No Comparable Class															
County of San Joaquin	No Comparable Class															
County of San Luis Obispo	No Comparable Class															
County of Stanislaus	No Comparable Class															
Federal Government - Central Region	Forensic Chemist	$2,405	$6,871		$344					$697					$526	$8,437

Base Salary Median	**$6,524**		**Total Compensation Median**	**$8,316**
Base Salary Mean	**$6,639**		**Total Compensation Mean**	**$8,155**
State Relationship to Median	**0.15%**		**State Relationship to Median**	**-9.32%**
State Relationship to Mean	**-1.60%**		**State Relationship to Mean**	**-7.21%**
Number of Comparable Matches	**3**			

Criminalist

Southern Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Senior Criminalist***	***$5,279***	***$6,534***							***$978***					***$95***	***$7,607***
City of Anaheim	Forensic Specialist II	$4,493	$5,460			$382				$954	$56				$79	$6,931
City of Chula Vista	No Comparable Class															
City of Long Beach	Criminalist II	$4,550	$6,192			$372			$843						$474	$7,880
City of Los Angeles	Criminalist II	$6,450	$8,013					$8		$857	$24				$116	$9,018
City of Riverside	No Comparable Class															
City of San Diego	Criminalist II	$6,025	$7,281			$102			$465						$106	$7,954
City of Santa Ana	No Comparable Class															
County of Los Angeles	Senior Criminalist	$5,547	$7,275		$291				$946		$57				$105	$8,674
County of Orange	Forensic Scientist III	$5,477	$7,355			$863			$624						$107	$8,949
County of Riverside	Data Not Available															
County of San Bernardino	Criminalist II	$5,503	$7,034			$492				$631					$102	$8,259
County of San Diego	Criminalist II	$6,185	$7,516			$526			$611						$109	$8,762
County of Ventura	Forensic Scientist III	$4,907	$6,883		$103	$275	$344		$537						$527	$8,669
Federal Government - Southern Region	Forensic Chemist	$2,648	$7,565		$378					$697					$575	$9,215

Base Salary Median	**$7,278**		**Total Compensation Median**	**$8,672**
Base Salary Mean	**$7,057**		**Total Compensation Mean**	**$8,431**
State Relationship to Median	**-11.39%**		**State Relationship to Median**	**-14.00%**
State Relationship to Mean	**-8.01%**		**State Relationship to Mean**	**-10.84%**
Number of Comparable Matches	**10**			

Park Ranger

Northern Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***State Park Ranger***	***$3,981***	***$4,786***	***$144***			***$100***	***$53***		***$978***			***$240***		***$69***	***$6,370***
City of Redding	No Comparable Class															
City of Roseville	No Comparable Class															
City of Sacramento	No Comparable Class															
County of Mendocino	No Comparable Class															
County of Placer	No Comparable Class															
County of Sacramento	Park Ranger I	$3,553	$4,319			$228				$827	$95				$330	$5,800
County of Sutter	No Comparable Class															
Federal Government-Northern Region	Park Ranger	$2,541	$5,005		$250					$697					$383	$6,335

Base Salary Median		**$4,662**	**Total Compensation Median**	**$6,068**
Base Salary Mean		**$4,662**	**Total Compensation Mean**	**$6,068**
State Relationship to Median		**2.59%**	**State Relationship to Median**	**4.75%**
State Relationship to Mean		**2.59%**	**State Relationship to Mean**	**4.75%**
Number of Comparable Matches		**2**		

Park Ranger

Bay Area

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***State Park Ranger***	***$3,981***	***$4,786***	***$144***			***$100***	***$53***		***$978***			***$240***	***$300***	***$69***	***$6,670***
City of Oakland	Ranger	$4,586	$5,925			$533		$64		$1,121	$97	$23			$86	$7,849
City of San Jose	No Comparable Class															
City/County of San Francisco	No Comparable Class															
County of Alameda	No Comparable Class															
County of Contra Costa	No Comparable Class															
County of Santa Clara	No Comparable Class															
Federal Government - Bay Area	Park Ranger	$2,783	$5,482		$274					$697					$419	$6,872

Base Salary Median		**$5,704**	**Total Compensation Median**	**$7,361**
Base Salary Mean		**$5,704**	**Total Compensation Mean**	**$7,361**
State Relationship to Median		**-19.17%**	**State Relationship to Median**	**-10.36%**
State Relationship to Mean		**-19.17%**	**State Relationship to Mean**	**-10.36%**
Number of Comparable Matches		**2**		

Park Ranger

Central Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***State Park Ranger***	***$3,981***	***$4,786***	***$144***			***$100***	***$53***		***$978***			***$240***		***$69***	***$6,370***
City of Bakersfield	No Comparable Class															
City of Fresno	No Comparable Class															
City of Modesto	No Comparable Class															
City of Stockton	No Comparable Class															
County of Fresno	No Comparable Class															
County of Kern	Park Ranger II	$3,057	$3,732	$224						$830	$60	$11			$285	$5,142
County of Merced	No Comparable Class															
County of San Joaquin	No Comparable Class															
County of San Luis Obispo	No Comparable Class															
County of Stanislaus	No Comparable Class															
Federal Government - Central Region	Park Ranger	$2,405	$4,737		$237					$697					$362	$6,033

Base Salary Median	**$4,235**		**Total Compensation Median**	**$5,588**
Base Salary Mean	**$4,235**		**Total Compensation Mean**	**$5,588**
State Relationship to Median	**11.52%**		**State Relationship to Median**	**12.28%**
State Relationship to Mean	**11.52%**		**State Relationship to Mean**	**12.28%**
Number of Comparable Matches	**2**			

Park Ranger

Southern Region

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	***State Park Ranger***	***$3,981***	***$4,786***	***$144***			***$100***	***$53***		***$978***			***$240***	***$300***	***$69***	***$6,670***
City of Anaheim	No Comparable Class															
City of Chula Vista	No Comparable Class															
City of Long Beach	Park Ranger I	$2,813	$3,809			$229			$843						$291	$5,172
City of Los Angeles	No Comparable Class															
City of Riverside	No Comparable Class															
City of San Diego	No Comparable Class															
City of Santa Ana	Park Ranger	$3,803	$4,858			$340				$938	$80				$70	$6,287
County of Los Angeles	Officer	$3,556	$4,178		$167		$522	$63	$946		$57				$61	$5,994
County of Orange	No Comparable Class															
County of Riverside	No Comparable Class															
County of San Bernardino	No Comparable Class															
County of San Diego	No Comparable Class															
County of Ventura	No Comparable Class															
Federal Government - Southern Region	Park Ranger	$2,648	$5,217		$261					$697					$399	$6,574

Base Salary Median	**$4,518**		**Total Compensation Median**	**$6,140**
Base Salary Mean	**$4,516**		**Total Compensation Mean**	**$6,007**
State Relationship to Median	**5.60%**		**State Relationship to Median**	**7.94%**
State Relationship to Mean	**5.65%**		**State Relationship to Mean**	**9.95%**
Number of Comparable Matches	**4**			

Appendix 3

Non-California Data by Class by Survey Respondent

CPS Human Resource Services

Patrol Officer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Officer California Highway Patrol***	***$4,740***	***$5,762***	***$230***		***$392***	***$288***	***$64***		***$913***	***$78***	***$9***	***$692***	***$84***	***$8,512***
Federal Government	No Comparable Class														
State of Arizona	Officer	$3,481	$5,371			$269		$83		$956	$52			$411	$7,141
State of Florida	Law Enforcement Officer	$2,657	$4,258	$417			$130	$42		$716				$326	$5,888
State of Illinois	Trooper	$3,899	$7,404			$411		$33		$1,239	$67			$566	$9,720
State of Nevada	DPS Officer II	$3,875	$6,675	$88		$551				$691				$97	$8,101
State of New York	State Trooper	$6,214	$6,214	$833			$42			$1,053			$221	$475	$8,838
State of Ohio	Highway Patrol Trooper	$3,380	$4,300	$99				$67		$724	$67	$19		$58	$5,334
State of Oregon	OSP Trooper	$3,503	$4,798			$288	$288	$40		$923	$122			$367	$6,826
State of Pennsylvania	State Police Trooper	$3,741	$5,918	$1,184				$42		$600				$453	$8,196
State of Texas	Trooper	$3,417	$4,790	$200			$100			$705				$366	$6,161
State of Washington	State Patrol Officer	$3,598	$4,814	$400			$193			$1,019	$102			$368	$6,895

Base Salary Median		**$5,093**
Base Salary Mean		**$5,454**
State Relationship to Median		**11.62%**
State Relationship to Mean		**5.34%**

Total Compensation Median	**$7,018**
Total Compensation Mean	**$7,310**
State Relationship to Median	**17.55%**
State Relationship to Mean	**14.12%**

Department of Personnel Administration

Number of Comparable Matches	10

Data Effective: January 1, 2007

CPS Human Resource Services

Sergeant

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Sergeant California Highway Patrol***	***$5,765***	***$7,008***	***$280***		***$492***	***$350***	***$64***		***$1,013***			***$813***	***$102***	***$10,122***
Federal Government	No Comparable Class														
State of Arizona	Sergeant II	$6,391	$6,391			$320		$83		$956	$52			$489	$8,290
State of Florida	Law Enforcement Sergeant	$3,297	$5,534	$417			$130	$42		$716				$423	$7,262
State of Illinois	Master Sergeant	$6,017	$8,769			$487				$1,239	$67			$631	$11,193
State of Nevada	DPS Sergeant	$4,233	$6,988	$88		$577				$691				$101	$8,444
State of New York	Sergeant	$7,322	$7,322	$833			$42			$1,053			$221	$560	$10,031
State of Ohio	Sergeant	$3,990	$5,314	$127				$67		$724	$67	$19		$73	$6,391
State of Oregon	Sergeant	$4,230	$6,536			$392	$392	$40		$923	$122			$500	$8,905
State of Pennsylvania	State Police Sergeant	$5,772	$5,772	$1,154				$42		$600				$442	$8,010
State of Texas	Sergeant, Public Safety	$4,311	$5,310	$200			$100			$705				$406	$6,721
State of Washington	Sergeant	$5,537	$5,537	$454			$221			$1,019	$102			$424	$7,757

Base Salary Median		**$6,082**
Base Salary Mean		**$6,347**
State Relationship to Median		**13.22%**
State Relationship to Mean		**9.43%**

Total Compensation Median	**$8,150**
Total Compensation Mean	**$8,301**
State Relationship to Median	**19.48%**
State Relationship to Mean	**17.99%**

Department of Personnel Administration

Number of Comparable Matches	10

Data Effective: January 1, 2007

CPS Human Resource Services

Captain

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Captain California Highway Patrol***	***$9,540***	***$10,837***			***$798***		***$64***		***$1,013***			***$130***	***$157***	***$12,999***
Federal Government	No Comparable Class														
State of Arizona	Commander	$8,690	$8,690			$435		$83		$956	$52			$630	$10,845
State of Florida	Law Enforcement Captain	$4,413	$8,089				$130			$716				$619	$9,554
State of Illinois	Captain	$7,453	$10,030			$557				$1,239	$67			$649	$12,542
State of Nevada	DPS Captain	$5,297	$8,820	$88		$728				$691				$128	$10,454
State of New York	Captain	$9,580	$10,612				$42			$1,053				$658	$12,365
State of Ohio	Highway Patrol Captain	$5,473	$7,181	$179				$67		$724	$67	$19		$104	$8,341
State of Oregon	OSP Captain	$5,441	$8,415			$505	$505	$107		$923	$122			$626	$11,202
State of Pennsylvania	State Police Captain	$6,312	$8,080					$42		$600				$618	$9,340
State of Texas	Captain, Public Safety	$5,351	$6,350	$200			$100			$705				$486	$7,841
State of Washington	Captain	$7,617	$7,617	$305			$305			$1,019	$102			$583	$9,930

Base Salary Median		**$8,252**
Base Salary Mean		**$8,388**
State Relationship to Median		**23.85%**
State Relationship to Mean		**22.59%**

Total Compensation Median	**$10,192**
Total Compensation Mean	**$10,241**
State Relationship to Median	**21.59%**
State Relationship to Mean	**21.21%**

Department of Personnel Administration

Number of Comparable Matches	10

Data Effective: January 1, 2007

CPS Human Resource Services

Regional/Divisional Chief

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Chief, California Highway Patrol***	***$11,936***	***$13,533***			***$1,014***				***$1,013***			***$130***	***$196***	***$15,886***
Federal Government	No Comparable Class														
State of Arizona	No Comparable Class														
State of Florida	Law Enforcement Major	$4,410	$9,265				$130			$716				$638	$10,749
State of Illinois	Data Not Available														
State of Nevada	DPS Major	$5,803	$9,687	$88		$799				$691				$140	$11,405
State of New York	Major	$9,896	$10,083				$42			$1,053				$650	$11,828
State of Ohio	Highway Patrol Major	$6,032	$7,906	$197				$67		$724	$67	$19		$114	$9,095
State of Oregon	OSP Major	$5,996	$9,276			$557		$107		$923	$122			$638	$11,622
State of Pennsylvania	State Police Major	$7,511	$7,511					$42		$600				$575	$8,728
State of Texas	Major, Public Safety	$6,669	$6,835	$200			$100			$705				$523	$8,363
State of Washington	Deputy Chief	$9,835	$9,835							$1,019	$102			$646	$11,602

Base Salary Median		**$9,271**
Base Salary Mean		**$8,800**
State Relationship to Median		**31.50%**
State Relationship to Mean		**34.98%**

Total Compensation Median	**$11,077**
Total Compensation Mean	**$10,424**
State Relationship to Median	**30.27%**
State Relationship to Mean	**34.38%**

Department of Personnel Administration

Number of Comparable Matches	8

Data Effective: January 1, 2007

CPS Human Resource Services

Correctional Officer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Correctional Officer***	***$5,055***	***$6,144***	***$246***	***$123***		***$135***	***$44***		***$807***	***$44***	***$8***	***$130***	***$89***	***$7,770***
Federal Government	Correctional Officer	$2,966	$4,270		$214			$33		$697				$327	$5,540
State of Arizona	Correctional Officer I	$2,198	$2,744					$60		$956	$52			$210	$4,022
State of Florida	Correctional Officer	$2,567	$3,753				$130	$27		$716				$287	$4,913
State of Illinois	Correctional Officer	$3,258	$4,089			$227		$33		$1,239	$67			$313	$5,968
State of Nevada	Correctional Officer	$2,996	$4,867	$88		$402				$691				$71	$6,118
State of New York	Correctional Officer	$3,667	$3,667	$646				$48		$1,053			$48	$281	$5,743
State of Ohio	Correctional Officer	$2,647	$3,217	$80				$10		$724	$67	$19		$47	$4,164
State of Oregon	Correctional Officer	$2,686	$3,863			$232	$232			$923	$122			$296	$5,667
State of Pennsylvania	Corrections Officer I	$2,323	$4,448	$845				$38		$600				$340	$6,271
State of Texas	Correctional Officer III	$2,082	$2,882	$200			$100			$705				$220	$4,107
State of Washington	Corrections and Custody Officer II	$2,530	$3,208				$128			$1,019	$102			$245	$4,703

Base Salary Median		**$3,753**
Base Salary Mean		**$3,728**
State Relationship to Median		**38.92%**
State Relationship to Mean		**39.32%**

Total Compensation Median	**$5,540**
Total Compensation Mean	**$5,201**
State Relationship to Median	**28.69%**
State Relationship to Mean	**33.05%**

Department of Personnel Administration

Number of Comparable Matches	11

Data Effective: January 1, 2007

CPS Human Resource Services

Correctional Sergeant

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Correctional Sergeant***	***$5,675***	***$6,892***	***$207***	***$138***		***$100***	***$44***		***$1,013***			***$130***	***$100***	***$8,624***
Federal Government	No Comparable Class														
State of Arizona	Correctional Sergeant	$2,874	$4,706					$60		$956	$52			$360	$6,134
State of Florida	Correctional Officer Sergeant	$2,721	$4,043				$130	$27		$716				$309	$5,225
State of Illinois	Correctional Sergeant	$3,711	$4,734			$263		$33		$1,239	$67			$362	$6,698
State of Nevada	Correctional Sergeant	$3,403	$5,563	$88		$459				$691				$81	$6,881
State of New York	Correctional Sergeant	$4,189	$4,924	$791				$73		$1,053				$377	$7,218
State of Ohio	Correctional Sergeant/Counselor	$2,787	$3,522	$88				$10		$724	$67	$19		$51	$4,481
State of Oregon	Correctional Sergeant	$3,068	$4,408			$264	$264			$923	$122			$337	$6,319
State of Pennsylvania	Corrections Officer III	$3,162	$5,317	$1,010				$38		$600				$407	$7,372
State of Texas	Sergeant of Correctional Officers	$2,612	$3,705	$200			$100			$705				$395	$5,105
State of Washington	Corrections and Custody Officer III	$2,774	$3,540				$1			$1,019	$102			$271	$4,933

Base Salary Median		**$4,557**
Base Salary Mean		**$4,446**
State Relationship to Median		**33.88%**
State Relationship to Mean		**35.49%**

Total Compensation Median	**$6,227**
Total Compensation Mean	**$6,037**
State Relationship to Median	**27.80%**
State Relationship to Mean	**30.00%**

Department of Personnel Administration

Number of Comparable Matches	10

Data Effective: January 1, 2007

CPS Human Resource Services

Correctional Captain

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Correctional Captain***	***$8,238***	***$9,082***		***$182***			***$44***		***$1,013***			***$130***	***$132***	***$10,582***
Federal Government	Correctional Captain	$6,285	$8,170		$409					$697				$622	$9,898
State of Arizona	Correctional Captain	$3,709	$4,786			$239		$83		$956	$52			$366	$6,482
State of Florida	Correctional Officer Captain	$3,119	$4,737				$130	$27		$716				$362	$5,972
State of Illinois	Data Not Available														
State of Nevada	Correctional Captain	$4,237	$6,988	$88		$577				$691				$101	$8,444
State of New York	Correctional Captain	$5,189	$6,577							$1,053				$503	$8,133
State of Ohio	Correctional Captain	$3,728	$4,876	$122				$10		$724	$67	$19		$71	$5,889
State of Oregon	Correctional Captain	$4,265	$6,292			$378	$378			$923	$122			$481	$8,573
State of Pennsylvania	Corrections Officer IV	$3,674	$6,163					$38		$600				$471	$7,272
State of Texas	Captain of Correctional Officers	$2,945	$4,181	$200			$100			$705				$320	$5,506
State of Washington	Correctional Captain	$4,106	$7,083	$283			$283			$1,019	$102			$542	$9,312

Base Salary Median		**$6,228**
Base Salary Mean		**$5,985**
State Relationship to Median		**31.43%**
State Relationship to Mean		**34.10%**

Total Compensation Median	**$7,703**
Total Compensation Mean	**$7,548**
State Relationship to Median	**27.21%**
State Relationship to Mean	**28.67%**

Department of Personnel Administration

Number of Comparable Matches	10

Data Effective: January 1, 2007

CPS Human Resource Services

Warden

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Warden***	***$10,433***	***$10,433***							***$1,013***			***$130***	***$151***	***$11,727***
Federal Government	Warden	$8,736	$11,356		$568					$697				$668	$13,289
State of Arizona	Correctional Administrator V	$4,466	$7,666							$956	$52			$586	$9,260
State of Florida	Warden - DC	$4,410	$9,265				$130			$716				$638	$10,749
State of Illinois	Senior Public Service Administrator	$4,295	$10,093			$555				$1,239	$67			$772	$12,727
State of Nevada	Warden	$5,297	$8,820	$88		$728				$691				$128	$10,454
State of New York	Superintendent of Correctional Facilities	$7,891	$11,353							$1,053				$668	$13,074
State of Ohio	Warden 3	$4,581	$9,556	$239						$724	$67	$19		$139	$10,743
State of Oregon	Program Executive H	$5,996	$9,276			$557				$923	$122			$638	$11,516
State of Pennsylvania	Corrections Superintendent 3	$7,250	$9,792							$600				$646	$11,038
State of Texas	Warden II	$5,161	$8,320	$200			$100			$705				$624	$9,949
State of Washington	Superintendent A-Correctional Facility	$6,116	$9,666							$1,019	$102			$644	$11,431

Base Salary Median	**$9,556**
Base Salary Mean	**$9,560**
State Relationship to Median	**8.41%**
State Relationship to Mean	**8.37%**

Total Compensation Median	**$11,038**
Total Compensation Mean	**$11,294**
State Relationship to Median	**5.88%**
State Relationship to Mean	**3.70%**

Department of Personnel Administration

Number of Comparable Matches	11

Data Effective: January 1, 2007

CPS Human Resource Services

Parole Agent

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Parole Agent I Adult Patrol***	***$6,421***	***$7,437***	***$297***	***$149***		***$135***			***$807***	***$44***	***$8***	***$130***	***$108***	***$9,115***
Federal Government	US Probation Officer	$4,080	$7,952		$398					$697				$608	$9,655
State of Arizona	Community Correctional Officer	$3,120	$4,774					$60		$956	$52			$365	$6,207
State of Florida	Correctional Probation Senior Officer	$3,005	$4,680				$120			$716				$358	$5,874
State of Illinois	Corrections Parole Agent	$3,411	$5,015			$278		$33		$1,239	$67			$384	$7,016
State of Nevada	DPS Officer II	$3,875	$6,675	$88		$551				$691				$97	$8,101
State of New York	Parole Agent	$3,963	$4,904							$1,053				$375	$6,332
State of Ohio	Parole Officer	$3,073	$3,845							$724	$67	$19		$56	$4,711
State of Oregon	Adult Parole and Probation Officer	$3,680	$5,098			$306	$306			$923	$122			$390	$7,145
State of Pennsylvania	Parole Agent II	$3,054	$7,967							$600				$609	$9,176
State of Texas	Parole Officer III	$2,773	$3,938	$200			$100			$705				$301	$5,244
State of Washington	Community Corrections Officer II	$2,979	$3,813							$1,019	$102			$292	$5,226

Base Salary Median	**$4,904**
Base Salary Mean	**$5,333**
State Relationship to Median	**34.06%**
State Relationship to Mean	**28.29%**

Total Compensation Median	**$6,332**
Total Compensation Mean	**$6,790**
State Relationship to Median	**30.53%**
State Relationship to Mean	**25.51%**

Department of Personnel Administration

Number of Comparable Matches	11

Data Effective: January 1, 2007

CPS Human Resource Services

Special Agent

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Special Agent***	***$5,397***	***$6,674***	***$200***			***$100***			***$978***			***$65***	***$97***	***$8,114***
Federal Government	Special Agent	$4,147	$8,170		$409					$697				$622	$9,898
State of Arizona	Special Agent	$4,049	$4,880					$60		$956	$52			$373	$6,321
State of Florida	Special Agent	$3,818	$6,538	$250			$130	$42		$716				$500	$8,176
State of Illinois	Special Agent	$4,144	$7,511											$575	$8,086
State of Nevada	Criminal Investigator III	$4,049	$6,675	$88		$551				$691				$97	$8,101
State of New York	No Comparable Class														
State of Ohio	BCI Special Agent	$3,985	$5,507							$724	$67	$19		$80	$6,397
State of Oregon	Criminal Investigator	$4,024	$5,957			$357				$923	$122			$456	$7,815
State of Pennsylvania	Special Agent II	$4,060	$4,435							$600				$339	$5,374
State of Texas	Data Not Available														
State of Washington	Attorney General Investigator III	$3,628	$4,643							$1,019	$102			$355	$6,119

Base Salary Median		**$5,957**
Base Salary Mean		**$6,035**
State Relationship to Median		**10.74%**
State Relationship to Mean		**9.57%**

Total Compensation Median	**$7,815**
Total Compensation Mean	**$7,365**
State Relationship to Median	**3.68%**
State Relationship to Mean	**9.23%**

Department of Personnel Administration

Number of Comparable Matches	9

Data Effective: January 1, 2007

CPS Human Resource Services

Special Agent-in-Charge

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Special Agent-in-Charge***	***$7,370***	***$8,126***	***$244***						***$1,013***			***$65***	***$118***	***$9,566***
Federal Government	Supervisory Special Agent	$7,426	$9,654		$483					$697				$644	$11,477
State of Arizona	Special Agent Supervisor	$4,778	$6,485					$60		$956	$52			$496	$8,049
State of Florida	Special Agent Supervisor	$4,374	$7,689	$250			$130			$716				$588	$9,373
State of Illinois	Data Not Available														
State of Nevada	Supervisory Criminal Investigator II	$4,627	$7,666	$88		$632				$691				$111	$9,188
State of New York	No Comparable Class														
State of Ohio	Special Agent Supervisor	$4,964	$6,509							$724	$67	$19		$94	$7,413
State of Oregon	Chief Criminal Investigator	$4,482	$6,598			$396				$923	$122			$505	$8,544
State of Pennsylvania	Special Agent III	$4,632	$5,063							$600				$387	$6,050
State of Texas	Data Not Available														
State of Washington	Attorney General Investigator IV	$4,204	$5,385							$1,019	$102			$412	$6,918

Base Salary Median		**$6,554**
Base Salary Mean		**$6,881**
State Relationship to Median		**19.35%**
State Relationship to Mean		**15.32%**

Total Compensation Median	**$8,296**
Total Compensation Mean	**$8,377**
State Relationship to Median	**13.27%**
State Relationship to Mean	**12.43%**

Department of Personnel Administration

Number of Comparable Matches	8

Data Effective: January 1, 2007

CPS Human Resource Services

Supervising Investigator

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Supervising Special Investigator I***	***$5,192***	***$6,265***	***$188***			***$100***			***$1,013***			***$65***	***$91***	***$7,722***
Federal Government	Supervisory Investigator	$6,285	$8,170		$409					$697				$622	$9,898
State of Arizona	Special Investigator Supervisor	$3,541	$4,471					$60		$956	$52			$342	$5,881
State of Florida	Law Enforcement Lieutenant	$3,707	$6,774				$130			$716				$518	$8,138
State of Illinois	Deputy Chief of Investigations	$6,336	$6,336			$348				$1,239	$67			$485	$8,476
State of Nevada	Supervisory Criminal Investigator I	$4,867	$7,320	$88		$604				$691				$106	$8,809
State of New York	State Police Senior Investigator	$6,578	$6,578	$833						$1,053			$1,659	$638	$10,761
State of Ohio	Tax Enforcement Agent Supervisor I	$4,110	$5,366	$134						$724	$67	$19		$78	$6,388
State of Oregon	Chief Criminal Investigator	$4,482	$6,598			$396				$923	$122			$505	$8,544
State of Pennsylvania	State Police Sergeant	$5,772	$5,772	$1,154				$42		$600				$442	$8,010
State of Texas	Sergeant, Public Safety	$4,311	$5,310	$200			$100			$705				$406	$6,721
State of Washington	Investigator III	$3,286	$4,207							$1,019	$102			$322	$5,650

Base Salary Median		**$6,336**
Base Salary Mean		**$6,082**
State Relationship to Median		**-1.13%**
State Relationship to Mean		**2.92%**

Total Compensation Median	**$8,138**
Total Compensation Mean	**$7,934**
State Relationship to Median	**-5.39%**
State Relationship to Mean	**-2.75%**

Department of Personnel Administration

Number of Comparable Matches	11

Data Effective: January 1, 2007

CPS Human Resource Services

Investigator

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Senior Special Investigator***	***$4,727***	***$5,705***	***$171***			***$100***			***$978***			***$65***	***$83***	***$7,102***
Federal Government	Investigator	$5,285	$6,871		$344					$697				$526	$8,437
State of Arizona	Special Investigator	$3,200	$4,368					$60		$956	$52			$334	$5,770
State of Florida	Law Enforcement Investigator II	$3,297	$5,534				$130			$716				$423	$6,803
State of Illinois	Investigator	$3,421	$6,555			$364		$33		$1,239	$67			$501	$8,759
State of Nevada	Criminal Investigator III	$4,449	$6,675	$88		$551				$691				$97	$8,101
State of New York	State Police Investigator	$6,033	$6,033	$833						$1,053			$1,659	$503	$10,081
State of Ohio	Tax Enforcement Agent II	$3,319	$4,184	$105						$724	$67	$19		$61	$5,159
State of Oregon	Criminal Investigator	$4,024	$5,957			$357				$923	$122			$456	$7,815
State of Pennsylvania	State Police Trooper	$3,741	$5,918	$1,184				$42		$600				$453	$8,196
State of Texas	Trooper	$3,417	$4,790	$200			$100			$705				$366	$6,161
State of Washington	Investigator II	$2,844	$3,628							$1,019	$102			$278	$5,027

Base Salary Median		**$5,918**
Base Salary Mean		**$5,501**
State Relationship to Median		**-3.73%**
State Relationship to Mean		**3.57%**

Total Compensation Median	**$7,815**
Total Compensation Mean	**$7,301**
State Relationship to Median	**-10.04%**
State Relationship to Mean	**-2.80%**

Department of Personnel Administration

Number of Comparable Matches	11

Data Effective: January 1, 2007

CPS Human Resource Services

Criminalist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Senior Criminalist***	***$5,279***	***$6,534***							***$978***				***$95***	***$7,607***
Federal Government	Forensic Chemist	$2,405	$6,871		$344					$697				$526	$8,437
State of Arizona	Criminalist II	$4,723	$4,723			$236		$83		$956	$52			$361	$6,411
State of Florida	Crime Lab Analyst	$3,412	$5,947				$130			$716				$455	$7,248
State of Illinois	Forensic Scientist III	$4,260	$6,416			$257		$33		$1,239	$67			$491	$8,502
State of Nevada	No Comparable Class														
State of New York	State Police Forensic Scientist III	$4,166	$5,146							$1,053				$394	$6,593
State of Ohio	Criminalist	$3,862	$5,668							$724	$67	$19		$82	$6,560
State of Oregon	Criminalist III	$3,827	$5,493			$330	$330			$923	$122			$420	$7,617
State of Pennsylvania	Data Not Available														
State of Texas	Forensic Scientist III	$3,545	$5,388	$200			$100			$705				$412	$6,805
State of Washington	Forensic Scientist II	$3,208	$4,106							$1,019	$102			$314	$5,541

Base Salary Median		**$5,493**
Base Salary Mean		**$5,529**
State Relationship to Median		**15.93%**
State Relationship to Mean		**15.39%**

Total Compensation Median	**$6,805**
Total Compensation Mean	**$7,080**
State Relationship to Median	**10.54%**
State Relationship to Mean	**6.93%**

Department of Personnel Administration

Number of Comparable Matches	9

Data Effective: January 1, 2007

CPS Human Resource Services

Game Warden

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***Fish and Game Warden***	***$4,271***	***$5,129***	***$154***			***$100***	***$53***		***$978***			***$175***	***$74***	***$6,663***
Federal Government	Conservation Law Enforcement Officer	$3,766	$4,859		$243					$697				$372	$6,171
State of Arizona	Wildlife Law Enforcement Specialist	$3,438	$5,072					$38		$956	$52			$388	$6,506
State of Florida	Data Not Available														
State of Illinois	Conservation Police Officer	$3,899	$5,659			$314				$1,239	$67			$433	$7,712
State of Nevada	Data Not Available														
State of New York	Data Not Available														
State of Ohio	Wildlife Officer	$3,136	$3,921	$101				$21		$724	$67	$19		$59	$4,912
State of Oregon	No Comparable Class														
State of Pennsylvania	Wildlife Conservation Officer	$3,100	$4,925			$148		$19		$600				$377	$6,069
State of Texas	Game Warden	$3,417	$4,790	$200			$100			$705				$366	$6,161
State of Washington	Fish and Wildlife Enforcement Officer II	$3,908	$5,003							$1,019	$102			$383	$6,507

Base Salary Median		**$4,925**
Base Salary Mean		**$4,890**
State Relationship to Median		**3.98%**
State Relationship to Mean		**4.66%**

Total Compensation Median	**$6,171**
Total Compensation Mean	**$6,291**
State Relationship to Median	**7.39%**
State Relationship to Mean	**5.59%**

Department of Personnel Administration

Number of Comparable Matches	7

Data Effective: January 1, 2007

CPS Human Resource Services

Park Ranger

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Social Security	Monthly Total Compensation
Department of Personnel Administration	***State Park Ranger***	***$3,981***	***$4,786***	***$144***			***$100***	***$53***		***$978***			***$240***	***$69***	***$6,370***
Federal Government	Park Ranger	$2,405	$4,737		$237					$697				$362	$6,033
State of Arizona	Park Ranger II	$2,678	$3,752					$60		$956	$52			$287	$5,107
State of Florida	No Comparable Class														
State of Illinois	Conservation Police Officer I	$3,899	$5,659			$314				$1,239	$67			$433	$7,712
State of Nevada	Park Ranger II	$3,257	$5,317	$88		$439				$691				$77	$6,611
State of New York	Park Patrol Officer	$2,814	$3,356	$607				$46		$1,053			$48	$422	$5,532
State of Ohio	Park Officer	$3,136	$3,921	$101				$21		$724	$67	$19		$59	$4,912
State of Oregon	No Comparable Class														
State of Pennsylvania	DCNR Ranger	$2,504	$4,201					$19		$600				$321	$5,141
State of Texas	No Comparable Class														
State of Washington	Park Ranger II	$2,979	$3,813							$1,019	$102			$292	$5,226

Base Salary Median		**$4,061**
Base Salary Mean		**$4,345**
State Relationship to Median		**15.15%**
State Relationship to Mean		**9.22%**

Total Compensation Median	**$5,379**
Total Compensation Mean	**$5,784**
State Relationship to Median	**15.56%**
State Relationship to Mean	**9.19%**

Department of Personnel Administration

Number of Comparable Matches	8

Data Effective: January 1, 2007

Appendix 4

Tables of Survey Responses by Subject

Table 1 – Work Week Schedules
Table 2 – Longevity pay Practices
Table 3 – Fitness Pay Practices
Table 4 – Education Incentive Practices
Table 5 – Cafeteria Plan Practices
Table 6 – Employer & Employee Contributions to Medical
Table 7 – Employer & Employee Contributions to Dental
Table 8 – Employer & Employee Contributions to Vision
Table 9 – Retiree Medical Practices
Table 10 – Eligibility Requirement/Vesting Schedule
Table 11 – Retirement Plan Practices-all classes

Table 1 - Work Week Schedules

TABLE 1-A (Patrol)
WORK WEEK SCHEDULES

Agency	Officer		Sergeant		Captain		Regional/Division Chief	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
DPA	**Twenty 8.5 hr or eighteen 9.5 hr shifts every 28 day work period**	**1.5x**	**Twenty 8.5 hr or eighteen 9.5 hr shifts every 28 day work period**	**1.5x**	**40 hr week**	**N/A**	**40 hr week**	**N/A**
City of Anaheim	12 hr days/ 3 days	DNA	12 hr days/ 3 days	DNA	40 hr week	DNA	No Comparable Class	
City of Bakersfield	10 hr days/ 4 days & 8 hr days/ 5 days	Straight time rate at Dept. Head's Approval	10 hr days/ 4 days & 8 hr days/ 5 days	Straight time rate at Dept. Head's Approval	8 hr days/ 5 days	N/A	No Comparable Class	
City of Chula Vista	80 hrs in a 14 day cycle	Overtime calculated at rate determined by Fair Labor Standards Act- 1.5x Overtime only paid if over 80 hrs worked in 14 days	80 hrs in a 14 day cycle	Overtime calculated at rate determined by Fair Labor Standards Act- 1.5x Overtime only paid if over 80 hrs worked in 14 days	DNA	N/A	No Comparable Class	
City of Fresno	10 hr days/ 4 days May include paid lunch break	1.5x for hrs over 10 or 40	10 hr days/ 4 days May include paid lunch break	1.5x for hrs over 10 or 40	DNA	DNA	No Comparable Class	
City of Long Beach	10 hr days/ 4 days	DNA	10 hr days/ 4 days	DNA	40 hrs week; Flexible amount of hrs in a day	DNA	No Comparable Class	

TABLE 1-A (Patrol)
WORK WEEK SCHEDULES

Agency	Officer		Sergeant		Captain		Regional/Division Chief	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
City of Los Angeles	Flexible work schedule (FWS): 12 hr shift; 160 hrs in 28 days	Any hrs worked in excess of FWS shall be compensated OT which includes a 45 minute meal period unless interrupted. OT rate =1.5x	Flexible work schedule (FWS): 12 hr shift; 160 hrs in 28 days	Any hrs worked in excess of FWS shall be compensated OT which includes a 45 minute meal period unless interrupted. OT rate =1.5x	DNA	N/A	No Comparable Class	
City of Modesto	11 hr days/ 4 days, 10 hr days/ 4 days or 8 hr days/ 5 days	4/11 employees assigned to a 4/11 schedule will have a paid lunch break of 30 minutes couple with one 15 minute break. OT rate = 1.5x	11 hr days/ 4 days, 10 hr days/ 4 days or 8 hr days/ 5 days	4/11 employees assigned to a 4/11 schedule will have a paid lunch break of 30 minutes couple with one 15 minute break. OT rate = 1.5x	DNA	N/A	No Comparable Class	
City of Oakland	8 hr days/ 5 days, 10 hr days/ 4 days or 12 hr days/ 3 days	1 ½ time for all hrs in excess of regular work week or day	8 hr days/ 5 days, 10 hr days/ 4 days or 12 hr days/ 3 days	1 ½ time for all hrs in excess of regular work week or day	8 hr days/ 5 days or 10 hr days/ 4 days	N/A	No Comparable Class	
City of Redding	8 hr days/ 5 days, 10 hr days/ 4 days	1.5 x for hrs over 40, time worked on a non-workday, time worked on a holiday	DNA	DNA	DNA	DNA	No Comparable Class	
City of Riverside	10 hr days/ 4 days	1.5 x for hrs beyond normal shift	10 hr days/ 4 days	1.5 x for hrs beyond normal shift	8 hr days/ 5 days	N/A	No Comparable Class	

TABLE 1-A (Patrol)
WORK WEEK SCHEDULES

Agency	Officer		Sergeant		Captain		Regional/Division Chief	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
City of Roseville	11 hr days/ 3 days & 11 hr days/ 4 days	1.5 x for hrs over 40	11 hr days/ 3 days & 11 hr days/ 4 days	1.5 x for hrs over 40	9 hr days/ 80 hrs for 2 weeks	N/A	No Comparable Class	
City of Sacramento	10 hr day/ 4 days; 9 hr days/ 80 hrs for 2 weeks	OT after 10 hrs; accrued at 1.5 X,	10 hr day/ 4 days; 9 hr days/ 80 hrs for 2 weeks	OT after 10 hrs; accrued at 1.5 X,	8 hr day/ 5 days or 12 hr day/3 days	N/A	No Comparable Class	
City of San Diego	10 hr day/ 4 days	1.5 x	10 hr day/ 4 days	1.5 x	10 hr day/ 4 days	N/A	No Comparable Class	
City of San Jose	10 hr day/ 4 days	1.5 x for all hrs over 8 or 10 hr shift.	10 hr day/ 4 days	1.5 x for all hrs over 8 or 10 hr shift.	10 hr day/ 4 days	1.5 x for all hrs over 8 or 10 hr shift.	No Comparable Class	
City of Santa Ana	12.5 hr days/ 3 days	1.5 x after 12.5 hrs	12.5 hr days/ 3 days	1.5 x after 12.5 hrs	9 hr days/ 80 hrs for two weeks	N/A	No Comparable Class	
City of Stockton	10 hr days/ 4 days	1.5 x for hrs over 40	8 hr days/ 5 days	1.5 x for hrs over 40	8 hr days/ 5 days	No OT	No Comparable Class	
City/County of San Francisco	8 hr days/ 5 days, 10 hr days/ 4 days	1.5x for hrs over 171 in 28 days	8 hr days/ 5 days, 10 hr days/ 4 days	1.5x for hrs over 171 in 28 days	8 hr days/ 5 days, 10 hr days/ 4 days	N/A	No Comparable Class	
County of Alameda	8 hr day	1-4 hrs OT for corrections 81-84 hr schedule	8 hr day	1-4 hrs OT for corrections 81-84 hr schedule	8 hr day	Dept Watch Cmdr = 5% = $597.48 per month/84 hr work schedule	No Comparable Class	
County of Contra Costa	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 3 days	1.5x after scheduled work hrs in a day or weekly max	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 3 days	1.5x after scheduled work hrs in a day or weekly max	8 hr days/ 5 days	N/A	No Comparable Class	

TABLE 1-A (Patrol)
WORK WEEK SCHEDULES

Agency	Officer		Sergeant		Captain		Regional/Division Chief	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
County of Fresno	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 7 days	OT for Over 8 hrs/day or 40 hrs/week, or 84 hrs per pay period (for 12 hr days) OT for over 10 hrs day or 40 hrs/week (for 10 hr days)	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 7 days	OT for Over 8 hrs/day or 40 hrs/week, or 84 hrs per pay period (for 12 hr days) OT for over 10 hrs day or 40 hrs/week (for 10 hr days)	DNA	DNA	No Comparable Class	
County of Kern	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 3 days	DNA	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 3 days	DNA	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 3 days	DNA	No Comparable Class	
County of Los Angeles	8 hr days/ 5 days	1.5x over 40 hrs in 7 days;	8 hr days/ 5 days	1.5x over 40 hrs in 7 days;	8 hr days/ 5 days	FLSA Exempt: when authorized by the chief administrative officer and approved in advance by dept. head, may be credited with one full day of OT	No Comparable Class	
County of Mendocino	84 hrs in 14 days	Excess of 80 hrs for each 14 days; shifts that exceed 12 hrs	84 hrs in 14 days	Excess of 80 hrs for each 14 days; shifts that exceed 12 hrs	DNA	DNA	No Comparable Class	
County of Merced	DNA	N/A	DNA	DNA	5/8	N/A	No Comparable Class	

TABLE 1-A (Patrol)
WORK WEEK SCHEDULES

Agency	Officer		Sergeant		Captain		Regional/Division Chief	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
County of Orange	8 hr days	1.5x	8 hr days	1.5x	8 hr days	N/A	No Comparable Class	
County of Placer	DNA	1.5x	DNA	1.5x	DNA	DNA	No Comparable Class	
County of Riverside	8 hr days/ 5 days, 9 hr days/ 80 hr for 2 weeks, 10 hr days/ 4 days, 7-12/14 work period	1.5x	10 days of 8 hr shifts or 6-12 + 1-8	80 hrs @ 1.5x or comp time @ 1.5x	10 days of 8 hrs shifts	Comp time @ straight time	No Comparable Class	
County of Sacramento	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr day 7 days in two weeks	If over normal work day, OT is accrued	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr day 7 days in two weeks	If over normal work day, OT is accrued	5x8	DNA	No Comparable Class	
County of San Bernardino	8 hr day/ and 12 hr day	1.5 X regular rate of pay for hrs worked in excess of scheduled shift or 80 hrs per pay period (12 hr employees get all hrs worked in excess of shift or 84 hrs per pay period) (In lieu of cash payment can request to accrue comp time at premium rate)	8 hr day/ and 12 hr day	1.5 X regular rate of pay for hrs worked in excess of scheduled shift or 80 hrs per pay period (12 hr employees get all hrs worked in excess of shift or 84 hrs per pay period) (In lieu of cash payment can request to accrue comp time at premium rate)	8 hr day	N/A	No Comparable Class	

TABLE 1-A (Patrol)
WORK WEEK SCHEDULES

Agency	Officer		Sergeant		Captain		Regional/Division Chief	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
County of San Diego	8.5 hr days/85 hr per pay period	1.5x Over 85 hrs	8.5 hr days/14 day work period	1.5x Over 85 hrs	8.5 hr days/14 day work period	N/A	No Comparable Class	
County of San Joaquin	8 hr days/ 5 days	DNA	8 hr days/ 5 days	DNA	8 hr days/ 5 days	N/A	No Comparable Class	
County of San Luis Obispo	10 hr days/ 4 days	DNA	10 hr days/ 4 days	DNA	5/8 M-F	DNA	No Comparable Class	
County of Santa Clara	10 hr days/ 4 days (patrol and investigations) 12.25 hr days/ 3 days (jail)	1.5x for hrs in excess of 80 hrs OT after 85.75 hrs in a pay period	10 hr days/ 4 days (patrol and investigations) 12.25 hr days/ 3 days (jail)	1.5x for hrs in excess of 80 hrs OT after 85.75 hrs in a pay period	8 hr days/ 5 days, 10 hr days/ 4 days	FLSA exempt	No Comparable Class	
County of Stanislaus	12 hr days/ 3 days, 10 hr days/ 4 days, 5/2	Over 80 hrs per pay period	12 hr days/ 3 days, 10 hr days/ 4 days, 5/2, 6/3,	6/3: After 48 hrs 3/12: After normal scheduled hrs 5/2 & 4/10:After 80 hrs	DNA	N/A	No Comparable Class	
County of Sutter	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr day/ 3 days	OT after 40 hrs in 7 days; 4/10 OT after 171 hrs in 28 days; 3/12 OT after 80 hrs in 14 days	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr day/ 3 days	OT after 40 hrs in 7 days; 4/10 OT after 171 hrs in 28 days; 3/12 OT after 80 hrs in 14 days	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr day/ 3 days	OT after 40 hrs in 7 days; 4/10 OT after 171 hrs in 28 days; 3/12 OT after 80 hrs in 14 days	No Comparable Class	
County of Ventura	12.5 hr days/ 7 working days in two weeks	Excess of 86 hrs/biweekly	12.5 hr days/ 7 working days in two weeks	Excess of 86 hrs/biweekly	8 hr days/ 10 days per pp	DNA	No Comparable Class	
Arizona	DNA	N/A	DNA	N/A	DNA	N/A	No Comparable Class	

TABLE 1-A (Patrol)
WORK WEEK SCHEDULES

Agency	Officer		Sergeant		Captain		Regional/Division Chief	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
Florida	40 hr week	1.5x	40 hr week	1.5x	40 hr week	N/A	40 hr week	N/A
Illinois	8 hr/ 15 day, 10 hr/ 14 day	1.5x	DNA	DNA	DNA	DNA	DNA	DNA
Nevada	8 hr days/ 5 days, 9hr days/ 5 days, 10 hr days/ 4 days	1.5x	8 hr days/ 5 days, 10 hr days/ 4 days	1.5x	8 hr days/ 5 days, 9hr days/ 5 days, 10 hr days/ 4 days	1.5x	8 hr days/ 5 days, 9hr days/ 5 days, 10 hr days/ 4 days	1.5x
New York	12 hrs/days; 168 hrs/28 days	1.5x for every hr over 168/28 days	10 hr days/ 4 days, 8 hr days/ 5 days	1.5x for every hr over 40 in a week	8 hr days/ 5 days	N/A	8 hr days/ 5 days	N/A
Ohio	40 hr week	1.5x	40 hr week	1.5x	40 hr week	N/A	40 hr week	N/A
Oregon	8 hr days/ 5 days, 10 hr days/ 4 days	1.5x for excess of 80 hrs within 14 days	8 hr days/ 5 days, 10 hr days/ 4 days	N/A	8 hr days/ 5 days, 10 hr days/ 4 days	N/A	8 hr days/ 5 days, 10 hr days/ 4 days	N/A
Pennsylvania	8 hr days	1.5x	8 hr days	1.5x	8 hr days	1.5x	37.5 hr week	N/A
Texas	40 hrs week	1.5x	40 hrs week	1.5x	40 hrs week	1.5x	40 hrs week	DNA
Washington	8 hr days/ 5 days, 10 hr days/ 4 days	1.5x	8 hr days/ 5 days, 10 hr days/ 4 days	1.5x	8 hr days/ 5 days, 10 hr days/ 4 days	N/A	8 hr days/ 5 days	N/A
Federal Government (RUS)	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

TABLE 1-B (Corrections)
WORK WEEK SCHEDULES

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
DPA	**164 hrs in 28 work days**	**1.5X**	**164 hrs in 28 work days**	**1.5X**	**8/day, 40/wk**	**N/A**
City/County of San Francisco	5 consecutive 8 hr days	1.5x over 8 or over 40 hrs per week unless working flex schedule in which case OT is over 80 hrs in a two-week period	5 consecutive 8 hr days	1.5x over 8 or over 40 hrs per week unless working flex schedule in which case OT is over 80 hrs in a two-week period	5 consecutive 8 hr days	N/A
County of Alameda	8 hrs/day	May work 81 or 84 hr biweekly schedule including 1 or 4 hrs of straight time	8 hrs/day	May work 81 or 84 hr biweekly schedule including 1 or 4 hrs of straight time	8 hrs/day	N/A
County of Contra Costa	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 3 days	1.5x after scheduled work hrs in a day or weekly max	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 3 days	1.5x after scheduled work hrs in a day or weekly max	8 hr days/ 5 days	N/A
County of Fresno	10 x 8 hr days 7 x 12 hr days 8 x 10 hr days	After 8 hours in 80 hours per pay period After 12 hours in 84 hours per pay period After 10 hours (OT=1.5x)	10 x 8 hr days 7 x 12 hr days	After 8 hours in 80 hours per pay period After 12 hours in 84 per pay period OT 1.5X	8 hr days/ 5 days	DNA
County of Kern	12 hr shifts; 4 on 3 off / 3 on, 4 off	1.5 over 80 hrs	12 hr shifts; 4 on 3 off / 3 on, 4 off	1.5 over 80 hrs	DNA	DNA
County of Los Angeles	8 hr days/ 5 days	1.5x over 40 hrs or comp up to 160 hrs	8 hr days/ 5 days	1.5x over 40 hrs or comp up to 160 hrs	8 hr days/ 5 days	Approval only for comp time
County of Mendocino	84 hr 14 day work period	Excess of 80 hrs in 14 days; shifts that exceed 12 hrs	84 hr 14 day work period	Excess of 80 hrs for each 14 days; shifts that exceed 12 hrs	DNA	DNA

TABLE 1-B (Corrections)
WORK WEEK SCHEDULES

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
County of Merced	DNA	DNA	DNA	DNA	DNA	N/A
County of Orange	8 hr/day	1.5 x	8 hr/day	1.5 x	8 hr/day	N/A
County of Placer	DNA	DNA	DNA	DNA	DNA	DNA
County of Riverside	7/12 hr. shifts each 14 days	Comp time accrual at 1.5 X reg. rate	7/12 hr. shifts each 14 days	Over 84 hrs – 1.5 OT or comp time at 1.5	10/8	Comp time at straight time
County of Sacramento	8 hr days/5 days, 10 hr days/4 days, 12 hr day/7 days in two weeks	If over normal work day, OT is accrued	8 hr days/5 days, 10 hr days/4 days, 12 hr day/7 days in two weeks	If over normal work day, OT is accrued	5 x 8 hr days	DNA
County of San Bernardino	8 hr day/and 12 hr day	1.5x regular rate of pay for hrs worked in excess of scheduled shift or 80 hrs per pay period (12 hr employees get all hrs worked in excess of shift or 84 hrs per pay period) (In lieu of cash payment can request to accrue comp time at premium rate)	8 hr day/and 12 hr day	1.5x regular rate of pay for hrs worked in excess of scheduled shift or 80 hrs per pay period (12 hr employees get all hrs worked in excess of shift or 84 hrs per pay period) (In lieu of cash payment can request to accrue comp time at premium rate)	8 hr day	N/A
County of San Diego	8.5 hrs – 14 days – 85 hr work period	1.5x over 85 hrs	8.5 hrs – 85 hr work period	1.5x over 85 hrs	8.5 hrs – 85 hr work period	N/A
County of San Joaquin	84 hrs biweekly	N/A = 84 hrs biweekly is paid as straight time	84 hrs biweekly	N/A = 84 hrs biweekly is paid as straight time	5 x 8 hrs	N/A

TABLE 1-B (Corrections)
WORK WEEK SCHEDULES

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
County of San Luis Obispo	3/12	OT for hrs worked above 80 in a 14-day work period	3/12	OT for hrs worked above 80 in a 14-day work period	5/8 M-F	DNA
County of Santa Clara	5/8, 4/10 Jail= 12.25/3	1.5x over 80 hrs	5/8, 4/10 Jail= 12.25/3	1.5x over 80 hrs	DNA	DNA
County of Stanislaus	12 hr days/ 3 days; 10 hr days/ 4 days; 6/3 = 6 days on, 3 days off; 5/2 = 5 days on, 2 days off	Employees on a 3/12, 4/10, or a 5/2 schedule, OT is paid after 80 hrs worked in a pay period. Employees on a 6/3 schedule, OT is paid after 48 hours worked in scheduled period which starts with first duty day and ends on day 9.	12 hr days/ 3 days; 10 hr days/ 4 days; 6/3 = 6 days on, 3 days off; 5/2 = 5 days on, 2 days off	Employees on a 3/12, 4/10, or a 5/2 schedule, OT is paid after 80 hrs worked in a pay period. Employees on a 6/3 schedule, OT is paid after 48 hours worked in scheduled period which starts with first duty day and ends on day 9..	DNA	N/A
County of Sutter	DNA	DNA	DNA	DNA	DNA	DNA
County of Ventura	12.5 hr days/ 7 working days in 2 weeks	OT after 86 hrs	12.5 hr days/ 7 working days in 2 weeks	OT after 86 hrs	Per pay period = ten 8 hr days	DNA
Arizona	DNA	DNA	DNA	DNA	DNA	DNA
Florida	40 hr week	1.5x	40 hr week	1.5x	40 hr week	No OT pay
Illinois	DNA	DNA	DNA	DNA	DNA	DNA
Nevada	8/9/10 hr days depending on Unit	1.5x	8/9/10 hr days depending on Unit	1.5x	8/9/10 hr days depending on Unit	1.5x

TABLE 1-B (Corrections)
WORK WEEK SCHEDULES

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
New York	8.25 hrs per day	.25 hrs for pre-shift briefing at OT rate	8.25 hrs per day	.25 hrs for pre-shift briefing at OT rate	8.25 hrs per day	.25 hrs for pre-shift briefing at OT rate
Ohio	8 hrs day 4/10/40 varies	1.5x	8 hrs day 4/10/40 varies	1.5x	40 hr week	N/A
Oregon	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 3 days	1.5x	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 3 days	N/A	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 3 days	N/A
Pennsylvania	8 hr day	1.5x / 2x if 2nd or 4th regular scheduled day off	8 hr day	1.5x / 2x if 2nd or 4th regular scheduled day off	8 hr day	1.5x / 2x if 2nd or 4th regular scheduled day off
Texas	40 hrs	1.5x	40 hrs	1.5x	40 hrs	1.5x
Washington	40 hr work week or 160 hrs in 28 days	1.5x excess of 40 hrs a week	40 hr work week or 160 hrs in 28 days	1.5x excess of 40 hrs a week	8 hr day	N/A
Federal Government (RUS)	8 hr days	1.5x	No Comparable Class		8 hr days	1.5x

TABLE 1-C (Corrections)
WORK WEEK SCHEDULES

Agency	Warden		Parole Agent	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
DPA	**40 hrs per week**	**N/A**	**164 hrs in 28 work period**	**1.5x**
Arizona	DNA		DNA	
Florida	40 hr week	N/A	40 hr week	N/A
Illinois	DNA		DNA	
Nevada	40 hr week	N/A	40 hr week	1.5x
New York	DNA		DNA	
Ohio	40 hr week	N/A	40 hr week	1.5x
Oregon	DNA		Flexible work schedule (40 hr work week)	1.5x for over 40 hrs
Pennsylvania	37.5 hr week	N/A	40 hr week	1.5x/2x
Texas	40 hr week	N/A	40 hr week	1.5x
Washington	DNA	N/A	40 hr week	Hrs over 40 in a week
Federal Government -(RUS)	8 hr days	N/A	DNA	

TABLE 1-D (Other Law Enforcement)
WORK WEEK SCHEDULES

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
DPA	**8/day, 40/wk**	**1.5x**	**8/day, 40/wk**	**N/A**	**8/day, 40/wk**	**1.5x**	**8/day, 40/wk**	**1.5x**
City of Anaheim	No Comparable Class		No Comparable Class		10 hr days/ 4 days	Average regular work week shall be 40 hrs. OT = 1.5x	No Comparable Class	
City of Bakersfield	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Chula Vista	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Fresno	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Long Beach	No Comparable Class		No Comparable Class		8 hr Day/3 Shifts	1.5x over 8 hrs or over 40 hrs	DNA	
City of Los Angeles	No Comparable Class		No Comparable Class		Work week consists of 20 days of work in each 28 day deployment period. Such day should be 8 hrs, 7.5 hrs, or 7 hrs as determined by Chief of Police	OT for all hrs worked in excess of 40 hrs in a work week, at the rate of 1.5x employee's regular rate of pay; compensatory time off may be permitted to accumulate up to 80 hrs	No Comparable Class	
City of Modesto	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

TABLE 1-D (Other Law Enforcement)
WORK WEEK SCHEDULES

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
City of Oakland	No Comparable Class		No Comparable Class		7.5 hr Day/ 37.5 hr Work Week	1.5x in excess of regular work day or work week; Comp time up to 56 hrs	5 / 8 40 Hr Work Week	1.5x May accrue comp time up to 60 hrs
City of Redding	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Riverside	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Roseville	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Sacramento	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of San Diego	No Comparable Class		No Comparable Class		8 hr day, 36/44 in Police Dept by request	1.5x times regular rate *can accrue up to 120 hrs comp time	No Comparable Class	
City of San Jose	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Santa Ana	No Comparable Class		No Comparable Class		No Comparable Class		DNA	
City of Stockton	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City/County of San Francisco	No Comparable Class		No Comparable Class		8 hr/5 day - 40 hr week schedule or 7 day work schedule = FLSA exempt but granted comp time at 1.5x for all hrs worked in excess of 8 hrs a day.		8 hr/5 day - 40 hr week schedule or 7 day work schedule = 1.5x for all hrs worked in excess of 8 hrs a day; comp time may be accrued up to 240 hrs.	

TABLE 1-D (Other Law Enforcement)
WORK WEEK SCHEDULES

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
County of Alameda	No Comparable Class		No Comparable Class		4 day / 37.5 hr week schedule	DNA	No Comparable Class	
County of Contra Costa	No Comparable Class		No Comparable Class		5 day/8 hrs	1.5x after 8 hrs in a day or 40 hrs in a week	No Comparable Class	
County of Fresno	No Comparable Class		No Comparable Class		5/8	Anything over 8/day or 40/wk	No Comparable Class	
County of Kern	No Comparable Class		No Comparable Class		DNA		DNA	
County of Los Angeles	No Comparable Class		No Comparable Class		5/8	1.5x over 40 hrs in 7 day work period;	5/8	1.5x over 40 hrs in 7 day work period;
County of Mendocino	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Merced	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Orange	No Comparable Class		No Comparable Class		8 hr day	1.5x or comp time	No Comparable Class	
County of Placer	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Riverside	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Sacramento	No Comparable Class		No Comparable Class		5/8 or 4/10	More than 8/day, 10/day, or 40 in a week	5/8 or 4/10	More than 8/day, 10/day, or 40 in a week
County of San Bernardino	No Comparable Class		No Comparable Class		8 hrs per day	1.5x regular rate of pay	No Comparable Class	

TABLE 1-D (Other Law Enforcement)
WORK WEEK SCHEDULES

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
County of San Diego	No Comparable Class		No Comparable Class		8 hrs per day	1.5x	No Comparable Class	
County of San Joaquin	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of San Luis Obispo	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Santa Clara	No Comparable Class		No Comparable Class		5 day/40 hr week schedule	1.5x after 8 hrs in a day or 40 hrs in a week	No Comparable Class	
County of Stanislaus	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Sutter	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Ventura	No Comparable Class		No Comparable Class		8 hrs per day (9/80 schedule available)	DNA	No Comparable Class	
Arizona	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
Florida	40 hrs per week	1.5x	40 hrs per week	No Overtime	8hrs per 40 hrs a week	1.5x	No Comparable Class	
Illinois	DNA		DNA		DNA		40 Hr week	1.5x
Nevada	40 hrs per week	1.5x	40 hrs per week	1.5x	No Comparable Class		8 hr/5 days 9 hr/5 days 10 hr/4 days	1.5x
New York	DNA		DNA		DNA		8.25 hrs per day	1.5x for every hr over 40 per week
Ohio	DNA		DNA		8 hr day 4/10 varies	1.5x	40 hr week, 8 hr day, or 4/10	1.5x

TABLE 1-D (Other Law Enforcement) WORK WEEK SCHEDULES								
Agency	**Special Agent**		**Special Agent – in charge**		**Criminalist**		**State Park Ranger**	
	Daily/ Weekly	**OT Rate**	**Daily/ Weekly**	**OT Rate**	**Daily/ Weekly**	**OT Rate**	**Daily/ Weekly**	**OT Rate**
Oregon	40 hrs per week	1.5x over 8 hr day or 40 hr week, can accrue comp time up to 80 hrs	No Comparable Class		40 hrs per week	1.5x over 8 hr day or 40 hr week, can work in excess of 80 hrs w/in 14 day schedule	No Comparable Class	
Pennsylvania	DNA		DNA		DNA		8 hrs per day	1.5x/2x
Texas	No Comparable Class		No Comparable Class		40 hr week	1.5x	No Comparable Class	
Washington	DNA		DNA		Regular work re-occurring period of 168 hrs consistency of 7 consecutive 24 hr periods	Regular work schedule for overtime eligible employees will not be more than 40 hrs in a work week, 1.5x	Regular work re-occurring period of 168 hrs consistency of 7 consecutive 24 hr periods	Regular work schedule for overtime eligible employees will not be more than 40 hrs in a work week, 1.5x
Federal Government (RUS)	8 hr days/40 week	1.5x	8 hr days	N/A	8 hr days/40 week	1.5x	8 hr days/40 week	1.5x

TABLE 1-E (Other Law Enforcement)
WORK WEEK SCHEDULES

Agency	Investigator		Supervising Investigator	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
DPA	**8 hr/day, 40 hr/wk**	**1.5x**	**8/day, 40/wk**	**N/A**
City of Anaheim	12 hr days/3 days	DNA	12 hr days/3 days	DNA
City of Bakersfield	8 hr days/5 days	DNA	10 hr days/4 days & 8 hr days/5 days	Straight time rate at Dept. Head's Approval
City of Chula Vista	80 hrs in a 14 day cycle	Overtime calculated at rate determined by Fair Labor Standards Act- 1.5x Overtime only paid if over 80 hrs worked in 14 days	80 hrs in a 14 day cycle	Overtime calculated at rate determined by Fair Labor Standards Act- 1.5x Overtime only paid if over 80 hrs worked in 14 days
City of Fresno	10 hr days/4 days or 8 hr days/5 days May include paid lunch break	1.5x for hrs over 10 or 40	10 hr days/4 days May include paid lunch break	1.5x for hrs over 10 or 40
City of Long Beach	10 hr days/4 days	DNA	10 hr days/4 days	DNA
City of Los Angeles	Flexible work schedule (FWS): 12 hr shift; 160 hrs in 28 days	Any hrs worked in excess of FWS shall be compensated OT which includes a 45 minute meal period unless interrupted. OT rate =1.5x	DNA	
City of Modesto	11 hr days/4 days, 10 hr days/4 days or 8 hr days/5 days	4/11 employees assigned to a 4/11 schedule will have a paid lunch break of 30 minutes couple with one 15 minute break. OT rate = 1.5x	11 hr days/4 days, 10 hr days/4 days or 8 hr days/5 days	4/11 employees assigned to a 4/11 schedule will have a paid lunch break of 30 minutes couple with one 15 minute break. OT rate = 1.5x
City of Oakland	8 hr days/5 days, 10 hr days/4 days or 12 hr days/3 days	1.5x for all hrs in excess of regular work week or day	8 hr days/5 days, 10 hr days/4 days or 12 hr days/3 days	1.5x for all hrs in excess of regular work week or day
City of Redding	8 hr days/5 days, 10 hr days/4 days	1.5x for hrs over 40, time worked on a non-workday, time worked on a holiday	DNA	DNA
City of Riverside	10 hr days/4 days	1.5x for hrs beyond normal shift	10 hr days/4 days	1.5x for hrs beyond normal shift

TABLE 1-E (Other Law Enforcement)
WORK WEEK SCHEDULES

Agency	Investigator		Supervising Investigator	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
City of Roseville	11 hr days/3 days & 11 hr days/4 days	1.5x for hrs over 40	11 hr days/3 days & 11 hr days/4 days	1.5x for hrs over 40
City of Sacramento	10 hr day/4 days; 9 hr days/80 hrs for 2 weeks	OT after 10 hrs; accrued at 1.5x	10 hr day/4 days; 9 hr days/80 hrs for 2 weeks	OT after 10 hrs; accrued at 1.5x
City of San Diego	10 hr day/4 days	1.5x	10 hr day/4 days	1.5x
City of San Jose	DNA		DNA	
City of Santa Ana	12.5 hr days/3 days	1.5x after 12.5 hrs	12.5 hr days/3 days	1.5x after 12.5 hrs
City of Stockton	10 hr days/4 days	1.5x for hrs over 40	8 hr days/5 days	1.5x for hrs over 40
City/County of San Francisco	8 hr days; flex scheduling allowed	1.5x base hourly rate for all hrs over 8 or 40 hrs per week	8 hr days; flex scheduling allowed	1.5x base hourly rate for all hrs over 8 or 40 hrs per week
County of Alameda	N/A	1.5x	N/A	N/A
County of Contra Costa	8 hr days/5 days	1.5x over 8 hrs per day or 40 hrs per week	DNA	N/A
County of Fresno	8 hr days/5 days	1.5x	8 hr days/5 days	DNA
County of Kern	8 hr day/5 days, 10 hr day/4 days, and 12 hr day/3 days	DNA	8 hr day/5 days, 10 hr day/4 days, and 12 hr day/3 days	DNA
County of Los Angeles	8 hr days/5 days	1.5x over 40 hrs in 7 day work period	8 hr days/5 days	1.5x over 40 hrs in 7 day work period; OT comp banks may accrue up to 160 hrs
County of Mendocino	84 hrs in 14 days	Excess of 80 hrs for each 14 days	84 hrs in 14 days	Excess of 80 hrs for each 14 days; shifts that exceed 12 hrs

TABLE 1-E (Other Law Enforcement) WORK WEEK SCHEDULES				
Agency	**Investigator**		**Supervising Investigator**	
	Daily/ Weekly	**OT Rate**	**Daily/ Weekly**	**OT Rate**
County of Merced	DNA	N/A	DNA	N/A
County of Orange	8 hr days/5 days	1.5x	8 hr days/5 days	1.5x
County of Placer	DNA	1.5x	DNA	1.5x
County of Riverside	9 hrs days/80 hrs for two weeks	DNA	8 hr days/5 days	DNA
County of Sacramento	8 hr days/5 days, 10 hr days/4 days	OT given for more than 8 hrs a day or 10 hrs a day and for over 40 hrs a week	8 hr days/5 days	DNA
County of San Bernardino	DNA	1.5x regular rate of pay for hrs worked in excess of scheduled shift or 80 hrs per pay period (12 hr employees get all hrs worked in excess of shift or 84 hrs per pay period) (In lieu of cash payment can request to accrue comp time at premium rate)	DNA	1.5x regular rate of pay for hrs worked in excess of scheduled shift or 80 hrs per pay period (12 hr employees get all hrs worked in excess of shift or 84 hrs per pay period) (In lieu of cash payment can request to accrue comp time at premium rate)
County of San Diego	8 hrs per day/10 day work period	Over 80 but less than 85 = straight time overtime Over 85 hrs = 1.5x OT	8 hrs per day/10 day work period	Over 80 but less than 85 = straight time overtime Over 85 hrs = 1.5x OT
County of San Joaquin	8 hr days/5 days	DNA	8 hr days/5 days	N/A
County of San Luis Obispo	8 hr days	DNA	8 hr days	DNA

TABLE 1-E (Other Law Enforcement)
WORK WEEK SCHEDULES

Agency	Investigator		Supervising Investigator	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
County of Santa Clara	8 hr days/5 days	Hrs worked beyond 8 or 10 or beyond 40 hrs per week; time off with pay (comp time) earned at 1.5 hrs off for each hr worked; may be paid cash if authorized by administrative order of County Executive. Comp time paid off in cash at end of year and may be accrued to 2080 hrs	8 hr days/5 days	Hrs worked beyond 8 or 10 or beyond 40 hrs per week; time off with pay (comp time) earned at 1.5 hrs off for each hr worked; may be paid cash if authorized by administrative order of County Executive. Comp time paid off in cash at end of year and may be accrued to 2080 hrs
County of Stanislaus	DNA	N/A	DNA	N/A
County of Sutter	8 hr days/5 days	OT after 40 hrs in 7 days	DNA	DNA
County of Ventura	8 hr days/5 days	OT after 40 hrs in 7 days	8 hr days/5 days	OT after 40 hrs in 7 days
Arizona	DNA	DNA	DNA	DNA
Florida	40 hr week	1.5x	40 hr week	N/A
Illinois	DNA		DNA	
Nevada	DNA		DNA	
New York	8 hrs/day	1.5x for every hr over 172/28day	8 hrs/day	1.5x for every hr over 172/28day
Ohio	DNA		DNA	

TABLE 1-E (Other Law Enforcement) WORK WEEK SCHEDULES				
Agency	**Investigator**		**Supervising Investigator**	
	Daily/ Weekly	**OT Rate**	**Daily/ Weekly**	**OT Rate**
Oregon	8 hr days/5 days	1.5x over normal workday schedule or over 40 hrs within one work week; comp time may be accrued up to 80 hrs	8 hr days/5 days	N/A
Pennsylvania	8 hr days	1.5x	8 hr days	1.5x
Texas	40 hrs week	1.5x	40 hrs week	1.5x
Washington	40 hrs per week or 160 hrs in 28 day work period	1.5x over 40 hrs; maximum comp time is 120 hrs	No Comparable Class	
Federal Government (RUS)	DNA	DNA	DNA	DNA

Table 2 - Longevity Pay Practices

TABLE 2-A (Patrol)
LONGEVITY PAY
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
DPA	**18 yrs 19 yrs 20 yrs 21 yrs 22 yrs 25 yrs**	**2% = $115.24 3% =$172.86 4% = $230.48 5% = $288.10 6% =$345.72 8% =$460.96**	**18 yrs 19 yrs 20 yrs 21 yrs 22 yrs 25 yrs**	**2% = $140.16 3% =$210.24 4% = $280.32 5% = $350.40 6% =$420.48 8% =$560.64**	**N/A**		**N/A**	
City of Anaheim	DNA		DNA		DNA		No Comparable Class	
City of Bakersfield	N/A		N/A		N/A		No Comparable Class	
City of Chula Vista	N/A		N/A		N/A		No Comparable Class	
City of Fresno	N/A		N/A		N/A		No Comparable Class	
City of Long Beach	10+ yrs	5% = $277.90	10 yrs +	5% = $362.95	10 yrs+	5% = $451.65	No Comparable Class	
City of Los Angeles	10 – 15 yrs 15 – 20 yrs 20+ yrs	$170.52 $341.04 $513.30	10 – 15 yrs 15 – 20 yrs 20+ yrs	$170.52 $341.04 $513.30	N/A		No Comparable Class	
City of Modesto	N/A		N/A		N/A		No Comparable Class	
City of Oakland	7-9 yrs 10-14 yrs 15-19 yrs 20+ yrs	$106.25 $122.92 $139.58 $156.25	7-9 yrs 10-14 yrs 15-19 yrs 20+ yrs	$106.25 $122.92 $139.58 $156.25	7-9 yrs 10-14 yrs 15-19 yrs 20+ yrs	$106.25 $122.92 $139.58 $156.25	No Comparable Class	
City of Redding	N/A		N/A		N/A		No Comparable Class	
City of Riverside	N/A		N/A		N/A		No Comparable Class	

TABLE 2-A (Patrol)
LONGEVITY PAY
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
City of Roseville	10 yrs 15 yrs	2.5% = $147.02 5% =$294.05	10 yrs 15 yrs	2.5% = $180.17 5% = $360.35	10 yrs	2.5% = $278.43	No Comparable Class	
City of Sacramento	N/A		N/A		N/A		No Comparable Class	
City of San Diego	N/A		N/A		N/A		No Comparable Class	
City of San Jose	N/A		N/A		N/A		No Comparable Class	
City of Santa Ana	N/A		N/A		N/A		No Comparable Class	
City of Stockton	6 yrs 9 yrs 12 yrs 18 yrs 24 yrs	5% = $270.95 7% = $379.33 12% = $650.28 14% = $758.66 19% = $1029.61	15 yrs	5% = $320.15	12 yrs 18 yrs 24 yrs	4% = $406.16 6% = $609.24 8% = $812.32	No Comparable Class	
City/County of San Francisco	23 yrs	2% = $143.25	23 yrs	2% =$166.48	23 yrs	2% $223.30	No Comparable Class	
County of Alameda	N/A		N/A		N/A		No Comparable Class	
County of Contra Costa	N/A		N/A		10 yrs 15 yrs	2.5% = $261.47 5% = $522.95	No Comparable Class	
County of Fresno	N/A		N/A		N/A		No Comparable Class	
County of Kern	30yrs +	2% = $94.82	30yrs +	2% $119.28	30yrs +	2% = $177.74	No Comparable Class	

TABLE 2-A (Patrol)
LONGEVITY PAY
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
County of Los Angeles	19 yrs 24 yrs 29 yrs	3% = $174.39 7% = $406.91 11% = $639.43	After 19 yrs After 24 yrs After 29 yrs Max of	3% = $219.89 7% = $513.10 11% = $806.30	After 19 yrs After 24 yrs After 29 yrs Max of	3% =$321.46 7% = $750.05 11% = $1178.65	No Comparable Class	
County of Mendocino	5 yrs 10 yrs	3%= $126 10%= $210	5 yrs 10 yrs	3%= $154 10%= $258	10yrs = 5yrs @ step E 15yrs = 10yrs @ step E 20yrs = 15yrs @ step E	2.5% = $183.00 5% = $366 7.5% = $549.00	No Comparable Class	
County of Merced	N/A		N/A		N/A		No Comparable Class	
County of Orange	N/A		N/A		N/A		No Comparable Class	
County of Placer	5 - 10 yrs 20+ yrs	5% = $235.75 10% = $471.50	5 - 10 yrs 20+ yrs	5% = $271.85 10% = $543.71	5 - 10 yrs 20+ yrs	5% = $431.45 10% = $862.90	No Comparable Class	
County of Riverside	N/A		N/A		N/A		No Comparable Class	
County of Sacramento	N/A		N/A		N/A		No Comparable Class	
County of San Bernardino	N/A		N/A		N/A		No Comparable Class	
County of San Diego	N/A		N/A		N/A		No Comparable Class	

TABLE 2-A (Patrol)
LONGEVITY PAY
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
County of San Joaquin	N/A		15 yrs & Post Adv 24 yrs & Post Supv/Mgmt	2.5% = $157.70 5% = $315.40	15 yrs 24 yrs + Post Supv	1.5% = $143.28 2.5% = $238.80	No Comparable Class	
County of San Luis Obispo	N/A		N/A		N/A		No Comparable Class	
County of Santa Clara	N/A		N/A		N/A		No Comparable Class	
County of Stanislaus	N/A		N/A		N/A		No Comparable Class	
County of Sutter	N/A		N/A		N/A		No Comparable Class	
County of Ventura	N/A		N/A		N/A		No Comparable Class	
Arizona	N/A		N/A		N/A		No Comparable Class	
Florida	20 yrs	$416.66	20 yrs	$416.66	N/A		N/A	
Illinois	N/A		N/A		N/A		DNA	
Nevada	20 yrs	$88.00	20 yrs	$88.00	20 yrs	$88.00	20 yrs	$88.00
New York	20 yrs	$833.00	20 yrs	$833.00	5 yrs 10 yrs 15 yrs	$500 $1000 $1500	5 yrs 10 yrs 15 yrs	$500 $1000 $1500
Ohio	20 yrs	$99.00	20yrs	$127	DNA		DNA	
Oregon	N/A		N/A		N/A		N/A	

TABLE 2-A (Patrol) LONGEVITY PAY MONTHLY EQUIVALENT								
Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
Pennsylvania	20 yrs	$1,184.00	20 yrs	$1,154	DNA	DNA	DNA	DNA
Texas	20 yrs	$200	20 yrs	$200	20 yrs	$200	20 yrs	$200
Washington	20 yrs	$400.00	20 yrs	$400.00	20 yrs	$400.00	N/A	
Federal Government (RUS)	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

TABLE 2-B (Corrections)
LONGEVITY PAY
MONTHLY EQUIVALENT

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
DPA	**17 yrs 18 yrs 19 yrs 20 yrs 21 yrs 22-24 yrs 25+ yrs**	**1% = $61.44 2% = $122.88 3% = $184.32 4% = $245.76 5% = $307.20 6% = $368.64 8% = $491.52**	**17-18 yrs 19 yrs 20 yrs 21 yrs 22-24 yrs 25 yrs**	**1% = $66.83 2% = $133.66 3% = $200.49 4% = $267.32 5% = $334.15 7% = $467.81**	**N/A**	**N/A**
City/County of San Francisco	5 yrs	2% = $125.32	5 yrs	2% = $153.16	5 yrs	2% = $201.28
County of Alameda	N/A		N/A		N/A	
County of Contra Costa	N/A		N/A		10 yrs 15 yrs	2.5% = $261.47 5% = $522.95
County of Fresno	N/A		N/A		N/A	
County of Kern	10 yrs 15 yrs 20 yrs 25 yrs 30 yrs	2% = $80.04 4% = $160.08 6% = $240.12 8% = $320.16 10% = $400.20	10 yrs 15 yrs 20 yrs 25 yrs 30 yrs	2% = $100.68 4% = $201.36 6% = $302.04 8% = $402.72 10% = $503.30	30yrs +	2% = $166
County of Los Angeles	After 19 yrs After 24 yrs After 29 yrs	3% = $174.39 7% = $406.91 11% = $639.43	After 19 yrs After 24 yrs After 29 yrs	3% = $219.89 7% = $513.10 11% = $806.30	After 19 yrs After 24 yrs After 29 yrs	3% =$321.46 7% = $750.05 11% = $1,178.67
County of Mendocino	5 yrs 10 yrs	3% = $121 5% = $202	5 yrs 10 yrs	3% = $154 5% = $258	10 yrs 15 yrs 20 yrs	2.5% = $183 5% = $366 7.5% = $549
County of Merced	N/A		N/A		N/A	
County of Orange	N/A		N/A		N/A	

TABLE 2-B (Corrections) LONGEVITY PAY MONTHLY EQUIVALENT						
Agency	**Correctional Officer**		**Correctional Sergeant**		**Correctional Captain**	
	Years of Service	**Amount**	**Years of Service**	**Amount**	**Years of Service**	**Amount**
County of Placer	5 yrs 20 yrs	5% = $218.31 10% = 436.62	5 yrs 20 yrs	5% = $240.70 10% = $481.40	5 yrs 20 yrs	5% = $431.45 10% = $862.90
County of Riverside	N/A		N/A		N/A	
County of Sacramento	N/A		N/A		N/A	
County of San Bernardino	N/A		N/A		N/A	
County of San Diego	N/A		N/A		N/A	
County of San Joaquin	20 yrs	1% = $45.93	20 yrs	1% = $54.76	Supv. Post + 15 years of service Supv Post + 24 years of service	1.5% = $143.28 2.5% = $238.8
County of San Luis Obispo	N/A		N/A		N/A	
County of Santa Clara	N/A		N/A		N/A	
County of Stanislaus	DNA		DNA		N/A	
County of Sutter	N/A		N/A		N/A	
County of Ventura	N/A		N/A		N/A	
Arizona	N/A		N/A		N/A	

TABLE 2-B (Corrections) LONGEVITY PAY MONTHLY EQUIVALENT						
Agency	**Correctional Officer**		**Correctional Sergeant**		**Correctional Captain**	
	Years of Service	**Amount**	**Years of Service**	**Amount**	**Years of Service**	**Amount**
Florida	N/A		N/A		N/A	
Illinois	DNA		DNA		DNA	
Nevada	20 yrs	$88.00	20 yrs	$88.00	20 yrs	$88.00
New York	20 yrs	$646	20 yrs	$791	DNA	DNA
Ohio	20 yrs	$80	20 yrs	$88.00	20 yrs	$122
Oregon	DNA		DNA		DNA	
Pennsylvania	20 yrs	$845	20 yrs	$1010	5 yrs 28 yrs	Minimum: 4% base pay after 5 yrs Maximum: 27% of base pay after 28 yrs
Texas	20 yrs	$200	20 yrs	$200	20 yrs	$200
Washington	DNA		DNA		20 yrs	$283
Federal Government (RUS)	N/A		No Comparable Class		N/A	

TABLE 2-C (Corrections)
LONGEVITY PAY

Agency	Warden		Parole Agent	
	Years of Service	Amount	Years of Service	Amount
DPA	**N/A**		**17 yrs 18 yrs 19 yrs 20 yrs 21 yrs 22-24 yrs 25+ yrs**	**1% =$74.37 2% =$148.74 3% = $223.11 4% =$297.48 5% =$371.85 6% = $446.22 8% = $594.96**
Arizona	N/A		N/A	
Florida	N/A		N/A	
Illinois	DNA		DNA	
Nevada	20 yrs	$88.00	20 yrs	$88.00
New York	5 yrs 10 yrs 15 yrs	$500 $1000 $1500	DNA	
Ohio	20 yrs	$239	DNA	
Oregon	DNA		DNA	
Pennsylvania	N/A		N/A	
Texas	20 yrs	$200	20 yrs	$200

TABLE 2-C (Corrections) LONGEVITY PAY				
Agency	**Warden**		**Parole Agent**	
	Years of Service	**Amount**	**Years of Service**	**Amount**
Washington	DNA		DNA	
Federal Government (RUS)	N/A		N/A	

TABLE 2-D (Other Law Enforcement)
LONGEVITY PAY
MONTHLY EQUIVALENT

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
DPA	**17-18 yrs 19 yrs 20 yrs 21 yrs 22-24 yrs 25 yrs**	**1% = $66.74 2% = $133.48 3% = $200.22 4% = $266.96 5% = $333.70 7% = $467.18**	**17-18 yrs 19 yrs 20 yrs 21 yrs 22-24 yrs 25 yrs**	**1% = $81.26 2% = $162.52 3% = $243.78 4% = $325.04 5% = $406.30 7% = $568.82**	**N/A**		**17-18 yrs 19 yrs 20 yrs 21 yrs 22-24 yrs 25 yrs**	**1% =$47.86 2% = $95.72 3% = $143.58 4% = $191.44 5% = $239.30 7% = $335.02 -**
City of Anaheim	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
City of Bakersfield	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Chula Vista	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Fresno	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Long Beach	No Comparable Class		No Comparable Class		N/A		N/A	
City of Los Angeles	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
City of Modesto	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Oakland	No Comparable Class		No Comparable Class		N/A		N/A	
City of Redding	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Riverside	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

TABLE 2-D (Other Law Enforcement)
LONGEVITY PAY
MONTHLY EQUIVALENT

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
City of Roseville	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Sacramento	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of San Diego	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
City of San Jose	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Santa Ana	No Comparable Class		No Comparable Class		No Comparable Class		DNA	
City of Stockton	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City/County of San Francisco	No Comparable Class		No Comparable Class		N/A		N/A	
County of Alameda	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of Contra Costa	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of Fresno	No Comparable Class		No Comparable Class		N/A	N/A	No Comparable Class	
County of Kern	No Comparable Class		No Comparable Class		10 yrs 15 yrs 20 yrs 25 yrs 30 yrs	2% = $130.48 4% = $260.96 6% = $391.44 8% = $521.92 10% =$652.40	10 yrs 15 yrs 20 yrs 25 yrs 30 yrs	2% = $74.67 4% = $149.28 6% = $223.93 8% = $298.56 10% =$373.20
County of Los Angeles	No Comparable Class		No Comparable Class		N/A		N/A	

TABLE 2-D (Other Law Enforcement) LONGEVITY PAY MONTHLY EQUIVALENT								
Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
County of Mendocino	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Merced	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Orange	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of Placer	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Riverside	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Sacramento	No Comparable Class		No Comparable Class		N/A		N/A	
County of San Bernardino	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of San Diego	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of San Joaquin	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of San Luis Obispo	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Santa Clara	No Comparable Class		No Comparable Class		DNA		No Comparable Class	
County of Stanislaus	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Sutter	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

TABLE 2-D (Other Law Enforcement)
LONGEVITY PAY
MONTHLY EQUIVALENT

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
County of Ventura	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
Arizona	N/A		N/A		N/A		N/A	
Florida	3-6yrs 6-10 yrs 10-16 yrs 16 + yrs	$250 $416.66 $333.33 $250	3-6yrs 6-10 yrs 10-16 yrs 16 + yrs	$250 $416.66 $333.33 $250	DNA		No Comparable Class	
Illinois	No Comparable Class		No Comparable Class		No Comparable Class		DNA	
Nevada	20 yrs	$88.00	20 yrs	$88.00	No Comparable Class		$88.00	
New York	DNA		DNA		DNA		20 yrs	$607
Ohio	DNA		DNA		After 5 years service-0.5% x # years x first step of class pay rate for a total of 20 years		After 5 years service-0.5% x # years x first step of class pay rate for a total of 20 years	
Oregon	N/A		No Comparable Class		DNA		No Comparable Class	
Pennsylvania	DNA		DNA		DNA		N/A	
Texas	No Comparable Class		No Comparable Class		20 yrs	$200.00	No Comparable Class	
Washington	DNA		DNA		DNA		DNA	
Federal Government (RUS)	N/A		N/A		N/A		N/A	

TABLE 2-E (Other Law Enforcement)
LONGEVITY PAY
MONTHLY EQUIVALENT

Agency	Investigator		Supervising Investigator	
	Years of Service	Amount	Years of Service	Amount
DPA	**17-18 yrs 19 yrs 20 yrs 21 yrs 22-24 yrs 25 yrs**	**1% = $57.05 2% =$114.10 3% =$171.15 4% = $228.20 5% = $285.25 7% = $399.35**	**17-18 yrs 19 yrs 20 yrs 21 yrs 22-24 yrs 25 yrs**	**1% = $62.65 2% = $125.30 3% = $187.95 4% = $250.60 5% = $313.25 7% =$438.55**
City of Anaheim	DNA		DNA	
City of Bakersfield	N/A		N/A	
City of Chula Vista	N/A		N/A	
City of Fresno	N/A		N/A	
City of Long Beach	10+ yrs	5% = $292.90	10+ yrs	5%: = $377.95
City of Los Angeles	10 – 15 yrs = $170.52 15 – 20 yrs = $341.04 20+ yrs = $513.30		DNA	
City of Modesto	N/A		N/A	
City of Oakland	7-9 yrs 10-14 yrs 15-19 yrs 20+ yrs	$106.25 $122.92 $139.58 $156.25	7-9 yrs 10-14 yrs 15-19 yrs 20+ yrs	$106.25 $122.92 $139.58 $156.25
City of Redding	N/A		N/A	
City of Riverside	N/A		N/A	

TABLE 2-E (Other Law Enforcement)
LONGEVITY PAY
MONTHLY EQUIVALENT

Agency	Investigator		Supervising Investigator	
	Years of Service	Amount	Years of Service	Amount
City of Roseville	10 yrs 15 yrs	2.5% = $147.02 5% =$294.05	10 yrs 15 yrs	2.5% = $180.17 5% = $360.35
City of Sacramento	N/A		N/A	
City of San Diego	N/A		N/A	
City of San Jose	DNA		DNA	
City of Santa Ana	N/A		DNA	
City of Stockton	6 yrs 9 yrs 12 yrs 18 yrs 24 yrs	5% = $270.95 7% = $379.33 12% = $650.28 14% = $758.66 19% = $1029.61	15	5% = $320.15
City/County of San Francisco	N/A		N/A	
County of Alameda	N/A		N/A	
County of Contra Costa	N/A		10 yrs 15 yrs 15 yrs + Post and 4 years as peace officer and age 35	2.5% = $216.68 5% = $433.35 Additional 5% = $433.35 Max = 10% = $867
County of Fresno	N/A		N/A	
County of Kern	30+ yrs	2% = $126.64	30+ yrs	2% = $139.22

TABLE 2-E (Other Law Enforcement)
LONGEVITY PAY
MONTHLY EQUIVALENT

Agency	Investigator		Supervising Investigator	
	Years of Service	Amount	Years of Service	Amount
County of Los Angeles	19 yrs 24 yrs 29 yrs	3% = $218.25 7% = $509.25 11% = $800.25	19+ yrs 24+ yrs 29+ yrs	3% = $232.17 7% = $541.73 11% = $851.29 Cumulative total of 11% = $851.29
County of Mendocino	N/A		N/A	
County of Merced	N/A		N/A	
County of Orange	N/A		DNA	
County of Placer	5 - 10 yrs 20+ yrs	5% = $284.85 10% = $568.90	5 - 10 yrs 20+ yrs	5% = $334.05 10% = $668.10
County of Riverside	N/A		N/A	
County of Sacramento	N/A		N/A	
County of San Bernardino	N/A		N/A	
County of San Diego	N/A		N/A	
County of San Joaquin	N/A		Supervisor POST plus 15 yrs, Supervisor POST plus 24 yrs	15 Years= 1.5% = $107.98 24 Years = 2.5% = $179.97
County of San Luis Obispo	N/A		N/A	
County of Santa Clara	DNA		DNA	

TABLE 2-E (Other Law Enforcement) LONGEVITY PAY MONTHLY EQUIVALENT				
Agency	**Investigator**		**Supervising Investigator**	
	Years of Service	**Amount**	**Years of Service**	**Amount**
County of Stanislaus	N/A		N/A	
County of Sutter	N/A		N/A	
County of Ventura	N/A		N/A	
Arizona	N/A		N/A	
Florida	N/A		N/A	
Illinois	DNA		DNA	
Nevada	20 yrs	$88.00	20 yrs	$88.00
New York	20 yrs	$833.00	20 yrs	$833.00
Ohio	20 yrs	$105	20 yrs	$134
Oregon	N/A		N/A	
Pennsylvania	20 yrs	$1184	20 yrs	$1154
Texas	20 yrs	$200	20 yrs	$200
Washington	DNA		No Comparable Class	

TABLE 2-E (Other Law Enforcement) LONGEVITY PAY MONTHLY EQUIVALENT				
Agency	**Investigator**		**Supervising Investigator**	
	Years of Service	**Amount**	**Years of Service**	**Amount**
Federal Government (RUS)	N/A		N/A	

Table 3 - Fitness Pay Practices

TABLE 3-A (Patrol) FITNESS PAY PRACTICES MONTHLY EQUIVALENT				
Agency	**Officer**	**Sergeant**	**Captain**	**Reg./Div. Chief**
DPA	**$65 per month less then 5 yrs $130 per month more than 5 yrs**	**$65 per month less then 5 yrs $130 per month more than 5 yrs**	**$65 per month less then 5 yrs $130 per month more than 5 yrs**	**$65 per month less then 5 yrs $130 per month more than 5 yrs**
City of Anaheim	Police Wellness Incentive Program = Up to $200 for annual health club membership (and up to 12 hrs leave if passing the Wellness Incentive Program)	Police Wellness Incentive Program = Up to $200 for annual health club membership (and up to 12 hrs leave if passing the Wellness Incentive Program)	DNA	No Comparable Class
City of Bakersfield	N/A	N/A	N/A	No Comparable Class
City of Chula Vista	N/A	N/A	N/A	No Comparable Class
City of Fresno	N/A	N/A	N/A	No Comparable Class
City of Long Beach	$74.17 (voluntary program)	$74.17 (voluntary program)	$74.17 (voluntary program)	No Comparable Class
City of Los Angeles	N/A	N/A	N/A	No Comparable Class
City of Modesto	N/A	N/A	N/A	No Comparable Class
City of Oakland	N/A	N/A	N/A	No Comparable Class
City of Redding	Wellness Incentive - $25/mo toward a gym w/proof of attendance w/avg of 2X/week minimum attendance per quarter	Wellness Incentive - $25/mo toward a gym w/proof of attendance w/avg of 2X/week minimum attendance per quarter	Wellness Incentive - $25/mo toward a gym w/proof of attendance w/avg of 2X/week minimum attendance per quarter	No Comparable Class
City of Riverside	N/A	N/A	N/A	No Comparable Class

TABLE 3-A (Patrol) FITNESS PAY PRACTICES MONTHLY EQUIVALENT				
Agency	**Officer**	**Sergeant**	**Captain**	**Reg./Div. Chief**
City of Roseville	N/A	N/A	N/A	No Comparable Class
City of Sacramento	N/A	N/A	N/A	No Comparable Class
City of San Diego	N/A	N/A	N/A	No Comparable Class
City of San Jose	N/A	N/A	N/A	No Comparable Class
City of Santa Ana	N/A	N/A	N/A	No Comparable Class
City of Stockton	N/A	N/A	N/A	No Comparable Class
City/County of San Francisco	DNA	DNA	DNA	No Comparable Class
County of Alameda	$179.36 - limited participation	$214.07 - limited participation	N/A	No Comparable Class
County of Contra Costa	N/A	N/A	N/A	No Comparable Class
County of Fresno	N/A	N/A	N/A	No Comparable Class
County of Kern	N/A	N/A	N/A	No Comparable Class
County of Los Angeles	N/A	N/A	N/A	No Comparable Class
County of Mendocino	N/A	N/A	N/A	No Comparable Class
County of Merced	N/A	N/A	N/A	No Comparable Class

TABLE 3-A (Patrol) FITNESS PAY PRACTICES MONTHLY EQUIVALENT				
Agency	**Officer**	**Sergeant**	**Captain**	**Reg./Div. Chief**
County of Orange	N/A	N/A	N/A	No Comparable Class
County of Placer	5% = $235.75 (requires physical exam)	5% = $271.85 (requires physical exam))	5% = $431.45 (requires physical exam)	No Comparable Class
County of Riverside	N/A	N/A	N/A	No Comparable Class
County of Sacramento	N/A	N/A	N/A	No Comparable Class
County of San Bernardino	N/A	N/A	N/A	No Comparable Class
County of San Diego	N/A	N/A	N/A	No Comparable Class
County of San Joaquin	N/A	N/A	N/A	No Comparable Class
County of San Luis Obispo	N/A	N/A	$16.66	No Comparable Class
County of Santa Clara	N/A	N/A	N/A	No Comparable Class
County of Stanislaus	N/A	N/A	N/A	No Comparable Class
County of Sutter	N/A	N/A	N/A	No Comparable Class
County of Ventura	N/A	N/A	N/A	No Comparable Class
Arizona	N/A	N/A	N/A	No Comparable Class
Florida	N/A	N/A	N/A	N/A

TABLE 3-A (Patrol) FITNESS PAY PRACTICES MONTHLY EQUIVALENT				
Agency	**Officer**	**Sergeant**	**Captain**	**Reg./Div. Chief**
Illinois	N/A	N/A	N/A	DNA
Nevada	N/A	N/A	N/A	N/A
New York	Receive amount based on performance of fitness examination	Receive amount based on performance of fitness examination	Receive amount based on performance of fitness examination	Receive amount based on performance of fitness examination
Ohio	$90/mo = for passing min standard $100/mo = yellow ribbon status $110/mo = star status	N/A	N/A	N/A
Oregon	N/A	N/A	N/A	N/A
Pennsylvania	N/A	N/A	N/A	N/A
Texas	N/A	N/A	N/A	N/A
Washington	$10.41 - $20.83 (payment based on fitness percentile)	$10.41 - $20.83 (payment based on fitness percentile)	N/A	N/A
Federal Government (RUS)	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class

TABLE 3-B (Corrections) FITNESS PAY PRACTICES MONTHLY EQUIVALENT			
Agency	**Correctional Officer**	**Correctional Sergeant**	**Correctional Captain**
DPA	**Less than 60 months of service = $65 60 + months of service = $130**	**Less than 60 months of service = $65 60 + months of service = $130**	**Less than 60 months of service = $65 60 + months of service = $130**
City/County of San Francisco	N/A	N/A	N/A
County of Alameda	2.5% of base salary - program limited to 50 participants (voluntary; first come, first served)	2.5% of base salary - program limited to 50 participants (voluntary; first come, first served)	N/A
County of Contra Costa	N/A	N/A	N/A
County of Fresno	N/A	N/A	N/A
County of Kern	N/A	N/A	N/A
County of Los Angeles	N/A	N/A	N/A
County of Mendocino	N/A	N/A	N/A
County of Merced	N/A	N/A	N/A
County of Orange	N/A	N/A	N/A
County of Placer	DNA	DNA	Wellness Incentive = 5% = $431.45 (requires physical exam)
County of Riverside	N/A	N/A	N/A

TABLE 3-B (Corrections) FITNESS PAY PRACTICES MONTHLY EQUIVALENT			
Agency	**Correctional Officer**	**Correctional Sergeant**	**Correctional Captain**
County of Sacramento	N/A	N/A	N/A
County of San Bernardino	N/A	N/A	N/A
County of San Diego	N/A	N/A	N/A
County of San Joaquin	N/A	N/A	N/A
County of San Luis Obispo	N/A	N/A	$16.66
County of Santa Clara	N/A	N/A	N/A
County of Stanislaus	N/A	N/A	N/A
County of Sutter	N/A	N/A	N/A
County of Ventura	N/A	N/A	N/A
Arizona	N/A	N/A	N/A
Florida	N/A	N/A	N/A
Illinois	DNA	DNA	DNA
Nevada	N/A	N/A	N/A
New York	N/A	N/A	N/A

TABLE 3-B (Corrections) FITNESS PAY PRACTICES MONTHLY EQUIVALENT			
Agency	**Correctional Officer**	**Correctional Sergeant**	**Correctional Captain**
Ohio	N/A	N/A	N/A
Oregon	DNA	DNA	DNA
Pennsylvania	N/A	N/A	N/A
Texas	N/A	N/A	N/A
Washington	DNA	DNA	DNA
Federal Government (RUS)	N/A	No Comparable Class	N/A

TABLE 3-C (Corrections) FITNESS PAY PRACTICES MONTHLY EQUIVALENT		
Agency	**Warden**	**Parole Agent**
DPA	**Less than 5 yrs= $65** **5 or more yrs = $130**	**Less than 5 yrs= $65** **5 or more yrs = $130**
Arizona	N/A	N/A
Florida	N/A	N/A
Illinois	DNA	DNA
Nevada	N/A	N/A
New York	DNA	DNA
Ohio	DNA	DNA
Oregon	DNA	DNA
Pennsylvania	N/A	N/A
Texas	N/A	N/A
Washington	DNA	DNA
Federal Government -(RUS)	N/A	N/A

TABLE 3-D (Other Law Enforcement) FITNESS PAY PRACTICES MONTHLY EQUIVALENT				
Agency	**Special Agent**	**Special Agent – in charge**	**Criminalist**	**State Park Ranger**
DPA	**$65**	**$65**	**N/A**	**$65**
City of Anaheim	No Comparable Class	No Comparable Class	N/A	No Comparable Class
City of Bakersfield	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Chula Vista	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Fresno	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Long Beach	No Comparable Class	No Comparable Class	N/A	N/A
City of Los Angeles	No Comparable Class	No Comparable Class	N/A	No Comparable Class
City of Modesto	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Oakland	No Comparable Class	No Comparable Class	N/A	N/A
City of Redding	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Riverside	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Roseville	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Sacramento	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of San Diego	No Comparable Class	No Comparable Class	N/A	No Comparable Class

TABLE 3-D (Other Law Enforcement) FITNESS PAY PRACTICES MONTHLY EQUIVALENT				
Agency	**Special Agent**	**Special Agent – in charge**	**Criminalist**	**State Park Ranger**
City of San Jose	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Santa Ana	No Comparable Class	No Comparable Class	No Comparable Class	DNA
City of Stockton	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City/County of San Francisco	No Comparable Class	No Comparable Class	N/A	N/A
County of Alameda	No Comparable Class	No Comparable Class	N/A	No Comparable Class
County of Contra Costa	No Comparable Class	No Comparable Class	N/A	No Comparable Class
County of Fresno	No Comparable Class	No Comparable Class	N/A	No Comparable Class
County of Kern	No Comparable Class	No Comparable Class	N/A	N/A
County of Los Angeles	No Comparable Class	No Comparable Class	N/A	N/A
County of Mendocino	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Merced	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Orange	No Comparable Class	No Comparable Class	N/A	No Comparable Class
County of Placer	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Riverside	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class

TABLE 3-D (Other Law Enforcement) FITNESS PAY PRACTICES MONTHLY EQUIVALENT				
Agency	**Special Agent**	**Special Agent – in charge**	**Criminalist**	**State Park Ranger**
County of Sacramento	No Comparable Class	No Comparable Class	N/A	N/A
County of San Bernardino	No Comparable Class	No Comparable Class	N/A	No Comparable Class
County of San Diego	No Comparable Class	No Comparable Class	N/A	No Comparable Class
County of San Joaquin	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of San Luis Obispo	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Santa Clara	No Comparable Class	No Comparable Class	DNA	No Comparable Class
County of Stanislaus	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Sutter	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Ventura	No Comparable Class	No Comparable Class	N/A	No Comparable Class
Arizona	N/A	N/A	N/A	N/A
Florida	N/A	N/A	N/A	No Comparable Class
Illinois	DNA	DNA	DNA	DNA
Nevada	N/A	N/A	No Comparable Class	N/A
New York	DNA	DNA	N/A	N/A

TABLE 3-D (Other Law Enforcement) FITNESS PAY PRACTICES MONTHLY EQUIVALENT				
Agency	**Special Agent**	**Special Agent – in charge**	**Criminalist**	**State Park Ranger**
Ohio	DNA	DNA	N/A	Bi-weekly - $10.00 if successfully complete minimum standardized annual fitness test
Oregon	DNA	No Comparable Class	DNA	No Comparable Class
Pennsylvania	DNA	DNA	DNA	N/A
Texas	No Comparable Class	No Comparable Class	N/A	No Comparable Class
Washington	DNA	DNA	DNA	DNA
Federal Government (RUS)	N/A	N/A	N/A	N/A

TABLE 3-E (Other Law Enforcement) FITNESS PAY PRACTICES MONTHLY EQUIVALENT		
Agency	**Investigator**	**Supervising Investigator**
DPA	**$65**	**$65**
City of Anaheim	Police Wellness Incentive Program = Up to $200 for annual health club membership (and up to 12 hrs leave if passing the Wellness Incentive Program)	Police Wellness Incentive Program = Up to $200 for annual health club membership (and up to 12 hrs leave if passing the Wellness Incentive Program)
City of Bakersfield	N/A	N/A
City of Chula Vista	N/A	N/A
City of Fresno	N/A	N/A
City of Long Beach	$74.17 (voluntary program)	$74.17 (voluntary program)
City of Los Angeles	N/A	DNA
City of Modesto	N/A	N/A
City of Oakland	N/A	N/A
City of Redding	Wellness Incentive - $25 toward a gym w/proof of attendance w/avg of 2x/week minimum attendance per quarter	Wellness Incentive - $25 toward a gym w/proof of attendance w/avg of 2x/week minimum attendance per quarter
City of Riverside	N/A	N/A
City of Roseville	N/A	N/A

TABLE 3-E (Other Law Enforcement) FITNESS PAY PRACTICES MONTHLY EQUIVALENT		
Agency	**Investigator**	**Supervising Investigator**
City of Sacramento	N/A	N/A
City of San Diego	N/A	N/A
City of San Jose	DNA	DNA
City of Santa Ana	N/A	N/A
City of Stockton	N/A	N/A
City/County of San Francisco	N/A	N/A
County of Alameda	N/A	N/A
County of Contra Costa	N/A	N/A
County of Fresno	N/A	N/A
County of Kern	N/A	N/A
County of Los Angeles	N/A	N/A
County of Mendocino	N/A	N/A
County of Merced	N/A	N/A
County of Orange	N/A	N/A

TABLE 3-E (Other Law Enforcement) FITNESS PAY PRACTICES MONTHLY EQUIVALENT		
Agency	**Investigator**	**Supervising Investigator**
County of Placer	N/A	N/A
County of Riverside	N/A	N/A
County of Sacramento	N/A	N/A
County of San Bernardino	DNA	DNA
County of San Diego	N/A	N/A
County of San Joaquin	N/A	N/A
County of San Luis Obispo	$16.67 to spend on gym membership, smoking cessation, etc.	$16.67 to spend on gym membership, smoking cessation, etc.
County of Santa Clara	DNA	DNA
County of Stanislaus	N/A	N/A
County of Sutter	N/A	N/A
County of Ventura	N/A	N/A
Arizona	N/A	N/A
Florida	N/A	N/A
Illinois	DNA	DNA

TABLE 3-E (Other Law Enforcement) FITNESS PAY PRACTICES MONTHLY EQUIVALENT		
Agency	**Investigator**	**Supervising Investigator**
Nevada	DNA	DNA
New York	N/A	N/A
Ohio	DNA	DNA
Oregon	DNA	DNA
Pennsylvania	N/A	N/A
Texas	N/A	N/A
Washington	DNA	No Comparable Class
Federal Government (RUS)	DNA	DNA

Table 4 - Education Incentive Practices

TABLE 4-A (Patrol)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT

Agency	Officer	Sergeant	Captain	Regional/Division Chief
	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly
DPA	**Post Int. = 2.5% = $144.05** **Post Adv. = 5% =$288.10** **AA = 2.5% =$144.05** **BA = 5% =$288.10**	**Post Int. = 2.5% =$175.20** **Post Adv. = 5% =$350.40** **AA = 2.5% =$175.20** **BA = 5% =$350.40**	**N/A**	**N/A**
	Maximum = 5% =$288.10	**Maximum = 5% =$350.40**		
City of Anaheim	Post Int. = 10% = $616.40 Post Adv. = 12.5% = $770.50 Other = Police officers designated as "Senior Master Intermediate" get 12.5% = $770.50 - defined as one year experience outside uniform patrol with an intermediate Post/ Police officers designated as "Senior Master Advanced" get 15% = $924.60 - defined as one year experience outside uniform patrol with an Advanced Post	Post Adv. = 2.25% = $187.24	N/A	No Comparable Class
	Maximum = 15% = $924.60	Maximum = 2.25% =$187.24		
City of Bakersfield	Post Int. = 5% = $253.10 Post Adv. = 5% = $253.10	Post Adv. = 5% = $357.35 Post Supv. = 10% = $714.68	Post Adv. = 5% = $510 Post Int. = 5% = $510 AA = 5% = $510	No Comparable Class
	Maximum = 10% = $506.20	Maximum = 10% = $714.68	Maximum = 10% = $1,020	
City of Chula Vista	Post Supv. = $300 Post Adv. = $300 AA = $200 BA = $300 or $350 if also has Post supv.	Post Adv. = $300 Post Supv. = $300 AA = $200 BA = $300 or $350 if also has Post supv.	DNA	No Comparable Class
	Maximum = $300 not cumulative	Maximum = $350 not cumulative	Maximum = DNA	
City of Fresno	Post Int. = 2% = $116.20 Post Adv. = 4% = $232.40 BA = 3% = $174.30	Post Int. = 2% = $136 Post Adv. = 4% = $272 BA = 3% = $204 MA or Doctorate = 5% = $340	N/A	No Comparable Class
	Maximum = 4% = $232.40	Maximum = 4% = $272		

TABLE 4-A (Patrol)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT

Agency	Officer	Sergeant	Captain	Regional/Division Chief
	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly
City of Long Beach	AA = $175 BA = $350 MA = $450	AA = $175 BA = $350 MA = $450	N/A	No Comparable Class
	Maximum = $350	Maximum = $350		
City of Los Angeles	Post Basic = 3% = $186.36 Post Int. = 1% = $62.14 Post Adv. = 2% = $124.28	Post Basic = 3% = $244.71 Post Int. = 1% = $81.57 Post Adv. = 2% = $163.14	Post Supv. = 3% = $357.30 Post Mgmt. = 3% = $357.30 Post Bonus = 1% = $119.10 Other (Continuing Education Bonus) = 1% = $119.10	No Comparable Class
	Maximum = 6% = $372.84	Maximum = 6% = $489.42	Maximum = 5% = $595.50	
City of Modesto	Post Int. = 1% = $51.37 Post Adv. = 2% = $102.74	MA = 1.5% = $101.41 Other (JD) = 1.5% = $101.41	MA = 1.5% = $141.04 Other (JD) = 1.5% = $141.04	No Comparable Class
	Maximum = 2% =$102.74	N/A	Maximum = 1.5% = $141.04	
City of Oakland	Post Int. = 1% =$72.64 Post Adv. = 4% = $290.56 AA = 1% = $72.64 BA = 4% =$290.56 MA = 5% =$363.20	Post Supv. = 1% = $83.82 AA = 1% = $83.82 BA = 4% = $335.24 MA = 5% = $419.05 Other Post Supv = 4% = $335.24	Post Supv = 1% = $123.79 Post Mgmt. = 4% = $495.16 AA = 1% = $123.79 BA = 4% = $495.16 MA = 5% = $618.95	No Comparable Class
	Maximum = 4% = $290.56	Maximum = 4% = $335.24	Maximum = 5% $618.95	
City of Redding	Post Int. = 2.5% = $136.52 Post Adv. = 5% = $273.05 AA = 2.5% = $136.52 BA = 5% = $273.05 (plus an additional $10.83/mo)	Post Int. = 2.5% = $176.25 Post Adv. = 5% = $352.50 AA or 60 semester units = 2.5% = $176.25 BA or 120 semester units = 5% = $352.50 MA = 7.5% = $528.75 (plus an additional $8.33/mo)	Post Adv. = 5% = $448.20 AA or 60 semester units = 2.5% = $224.10 BA or 120 semester units = 5% = $448.20 MA = 7.5% = $672.30 Other (Post Intermediate) = 2.5% = $224.10 (plus and additional $8.33/mo)	No Comparable Class
	Maximum = Non-cumulative 5% (+ $10.83) = $283.88	Maximum = Non-Cumulative 5% = $360.83	Maximum = Non-cumulative $456.53	

TABLE 4-A (Patrol)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT

Agency	Officer	Sergeant	Captain	Regional/Division Chief
	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly
City of Riverside	Post Int. =7.5% = $468.37 Post Adv. = 12.5% = $780.62	Post Int. = 7.5% = $597.60 Post Adv. = 12.5%= $996.00	DNA	No Comparable Class
	Maximum = 12.5% = $780.62	Maximum = 12.5% = $996.00		
City of Roseville	Post Int. = 5% = $294.05 Post Adv. = 10% = $588.10 AA = 5% = $294.05 BA = 10% = $588.10 Other (BA in unrelated field) = 5% $294.05	Post Int. = 5% = $360.35 Post Adv. = 10% = $720.70 AA = 5% = $360.35 BA = 10% = $720.70 Other (BA of non-related field = 5% = $360.35	N/A	No Comparable Class
	Maximum = 10% = $588.10	Maximum = 10% = $720.70		
City of Sacramento	Post Int. = 5% = $256.25 Post Basic = 5% = $256.25 BA = 5% =$256.25	Post Adv. = 5% = $328.25 Post Int. = 5% = $328.35 BA = 5% = $328.25	N/A	No Comparable Class
	Maximum = 15% = $768.75	Maximum =15% =$984.75		
City of San Diego	Post Int. = 5% = $281.00 Post Adv. = 7.5% = $421.50	Post Int. = 5% = $341.25 Post Adv. = 7.5% = $511.87	Post Int. = 5%= $513.60 Post Adv. = 7.5% = $770.40	No Comparable Class
	Maximum = 7.5% = $421.50	Maximum = 7.5% = $511.87	Maximum = 7.5% = $770.40	
City of San Jose	Post Int. = 5% = $358.70 Post Adv. = 7.5% = $538.05	Post Int. = 5% = $415.30 Post Adv. = 7.5% = $622.95	Post Adv. = 7.5% = $834.82	No Comparable Class
	Maximum = 7.5% = $538.05	Maximum = 7.5% = $622.95	Maximum = 7.5% = $834.82	
City of Santa Ana	Other 5 yrs experience + 60 college units = 7.5% = $460.50 7 yrs experience + 90 college units or AA + 30 units = 12.5% = $767.50 9 yrs experience + 120 college units or AA + 60 units = 15% = $921	5 yrs experience + 60 college units = 7.5% = $567.83 7 yrs experience + 90 college units or AA + 30 units = 12.5% = $946.37 9 yrs experience + 120 college units or AA + 60 units = 15% = $1,135.65	For FBI national academy = 5% =$590.80 CA Command College = 5% =$590.80 West Point Leadership Program = 2.5% = $295.40 Police Exec. Research Forum = 2.5% = $295.40	No Comparable Class
	Maximum = 15% =$921	Maximum = 15% = $1,135.65	Maximum = 7.5% = $886.20	

TABLE 4-A (Patrol)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT

Agency	Officer	Sergeant	Captain	Regional/Division Chief
	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly
City of Stockton	Post Int. = 3% = $162.57 Post Adv. = 6% = $325.14 AA = 3% = $162.57	Post Int. = 3% = $192.09 Post Adv. = 6% = $384.18 AA = 3% = $192.09	Post Supv. = 6% = $609.24 Post Mgmt. = 3% = $304.62 AA/BA/MA (above what is required) = 3% = $304.62	No Comparable Class
	Maximum = 9% = $487.71	Maximum = 9% = $576.27	Maximum = 12% = $1,218.48	
City/County of San Francisco	Post Int. = 4% = $286.68 Post Adv. = 6% = $430.02	Post Int. = 4% = $332.96 Post Adv. = 6% = $499.44	Post Adv. = 6% = $669.69 Post Inter = 4% = $446.40	No Comparable Class
	Maximum = 6% = $430.02	Maximum = 6% = $499.44	Maximum = 6% = $669.60	
County of Alameda	Post Int. = 2.5% = $179.36 Post Adv. = 6% = $430.44 MA = 2.5% = $179.36	Post Int. = 2.5% = $214.07 Post Adv. = 6% = $513.78 MA = 2.5% = $214.07	Post Int. = 2.5% = $298.75 Post Adv. = 6% = $717 AA = 2.5% = $298.75 BA = 6% = $717 MA = 7.5% = $896.25 Other (Approved 30 hrs or 3 quarter units completed annually) = 2.5% = $298.75	No Comparable Class
	Maximum = 6% = $430.44	Maximum = 6% = $513.78	Maximum = 7.5% = $896.25	
County of Contra Costa	Post Int. = 2.5% = $159.22 Post Adv. = 2.5% = $159.22	Post Int. = 2.5% = $184.17 Post Adv. = 2.5% = $184.17	Post Mgmt. & BA = 2.5% = $261.47 Post Mgmt. & MA = 5% = $522.95	No Comparable Class
	Maximum = 5% = $318.45	Maximum = 5% = $368.35	Maximum = 5% = $522.95	
County of Fresno	Post Int. = 2.5% = $138.97 Post Adv. = 5% = $277.95	Post Int. = 2.5% = $172.45 Post Adv. = 5% = $344.90	Post Mgmt. = 5% = $444.35	No Comparable Class
	Maximum = 5% =$277.96	Maximum = 5% = $344.90	Maximum = 5% = $444.35	
County of Kern	Post Int. = 5% = $237.05 Post Adv. = 7% = $331.87	Post Int. = 5% = $298.20 Post Adv. = 7% = $417.48	Post Adv. = 5.1% = $422.74 Post Mgmt. = 7.2% = $596.81	No Comparable Class
	Maximum = 12% = $568.92	Maximum = 12% = $715.68	Maximum = 7.2% = $596.81	

TABLE 4-A (Patrol)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT

Agency	Officer	Sergeant	Captain	Regional/Division Chief
	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly
County of Los Angeles	Post Basic = 6.5% = $377.84 Post Int. = 9.5% =$552.23 Post Adv. = 12.5% = $726.62	Post Int. = 9.5% = $696.35 Post Adv. = 12.5% = $ 916.25 Post Sup. = 12.5% = $916.25 Post Mngt = 12.5% = $916.25	Post Basic = 5% = $537.75 Post Int. = 8% = $857.20 Post Adv. = 11% $1178.65 Post Exec. = 11% = $1178.65	No Comparable Class
	Maximum = 12.5% = $726.62	Maximum = 12.5% = $916.25	Maximum = 11% = $1178.65	
County of Mendocino	Post Int. = 5% = $210.00 Post Adv. = 5% = $210.00	Post Int. = 5% = $256.90 Post Adv. = 5% = $256.90	AA = 2.5% = $183.00 Supervisory POST= $2.5% = $183.00 BA = 5% =$366 Management POST = 5% = $366	No Comparable Class
	Maximum = 10% = $420.00	Maximum = 10% = $513.80	10% = $732	
County of Merced	Post Int. = 2.5% = $112.80 Post Adv. = 5% = $225.60	Post Int. = 2.5% = $133.95 Post Adv. = 5% = $267.90	Post Int. = 2.5% = $185.07 Post Adv. = 5% = $370.15	No Comparable Class
	Maximum = 5% = $225.60	Maximum = 5% = $267.90	Maximum = 5% = $370.15	
County of Orange	Post Int. = $200 Post Adv. = $350 Post Supv. = $390	Post Int. = $200 Post Adv. = $350 Post Basic. = $390	N/A	No Comparable Class
	Maximum = $350	Maximum = $390		
County of Placer	Post Basic = 5% = $235.75 Post Int. = 5% = $235.75 Post Adv. = 5% = $235.75 AA = $108.33 BA = $162.50	Post Basic = 5% = $271.85 Post Int. = 5% = $271.85 Post Adv. = 5% = $271.85 AA = $108.33 BA = $162.50	Post Basic = 5% = $431.45 Post Int. = 5% = $431.45 Post Adv. = 5% = $431.45 AA = $108.33 BA = $162.50	No Comparable Class
	Maximum = $869.75	Maximum = $978.05	Maximum = $1456.85	
County of Riverside	Post Int. = 6% = $326.52 Post Adv. = 11% = $598.62	Post Int. = 6% = $448.38 Post Adv. = 11% = $822.03	Post Adv. = 11% = $1091.86 Post Int. = 6% = $595.56	No Comparable Class
	Maximum = 11% = $598.62	Maximum = 11% = $822.03	Maximum = 11% = $1091.86	
County of Sacramento	Post Int. = 5% = $259.25 Post Adv. = 5% = $259.25 AA = 5% = $259.25 BA = 5% = $259.25	Post Int. = 5% = $300.67 Post Adv. = 5% = $300.67 AA = 5% = $300.67 BA = 5% = $300.67	Post Int. = 5% = $412.55 Post Adv. = 5% = $412.55 AA = 5% = $412.55 BA = 5% = $412.55	No Comparable Class
	Maximum = 20% = $1,037.00	Maximum = 20% = $1,202.68	Maximum = 20% = $1650.20	

TABLE 4-A (Patrol)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT

Agency	Officer	Sergeant	Captain	Regional/Division Chief
	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly
County of San Bernardino	Post Int. = $183.73 Post Adv. = $365.73	Post Adv. = $421.19 Post Supv. = $639.59 Post Mgmt. = $639.59	Post Adv. = 7% = $662.34 Post Supv. = 11% = $1040.82 Post Mgmt. = 11% = $1040.82	No Comparable Class
	Maximum = $365.73	Maximum = $639.59	Maximum =11% = $1062.82	
County of San Diego	Post Int. = 5% = $282.15 Post Adv. = 7.5% = $423.23	Post Int. = 5% = $340.60 Post Adv. = 7.5% = $510.90	Post Mgmt. = 10% = $901.10	No Comparable Class
	Maximum = 7.5% = $423.23	Maximum = 7% = $510.90	Maximum = 10% = $901.10	
County of San Joaquin	Post Int. = 3% = $159.48 Post Adv. = 10% = $531.6	Post Supv. = 10% = $630.8	Post Adv. = 10% = $955.20 Post Supv = 11% = $1050.72	No Comparable Class
	Maximum = 10% = $531.60	Maximum = 10% = $630.80	Maximum = 11% =$1050.72	No Comparable Class
County of San Luis Obispo	Post Int. = $75 Post Adv. = $150 AA = $75 BA = $150	Post Int. = $75 Post Adv. = $150 AA = $75 BA = $150	N/A	No Comparable Class
	Maximum = $150	Maximum = $150	Maximum = N/A	
County of Santa Clara	Post Basic = 2.5% = $167.05 Post Int. = 5% = $334.10 Post Adv. = 7.5% = $501.15	Post Int. = 2.5% = $193.55 Post Adv. = 5% = $387.10 Post Supv. = 7.5% =$ 580.65	DNA	No Comparable Class
	Maximum = 7.5% = $501.15	Maximum = 7.5% = $580.65	Maximum = DNA	
County of Stanislaus	Post Int. = 2.5% = $123.35 Post Adv. = 4% =$197.36	Post Int. 2.5% = $146.10 Post Adv. = 5% = $292.20	DNA	No Comparable Class
	Maximum = 4% =$197.36	Maximum = 5% =$292.20		
County of Sutter	Post Int. = $30 Post Adv. = $50 AA = $70 BA = $90	Post Int. = $30 Post Adv. = $50 AA = $70 BA = $90	Post Int. = $20 Post Adv. = $40 AA = $60 BA = $80	No Comparable Class
	Maximum = $90	Maximum = $90	Maximum = $80	

TABLE 4-A (Patrol)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT

Agency	Officer	Sergeant	Captain	Regional/Division Chief
	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly
County of Ventura	Post Int. = $221.35 Post Adv. = $332.02 AA = 2.5% = $156.31 BA = 3.5% = $218.83 MA = 5% = $312.62 Other (all graduate degrees) = 5% = $312.62	Post Int. = $289.94 Post Adv. = $434.92 AA = 2.5% = $204.75 BA = 3.5% = $286.65 MA = 5% = $409.50 Other (all graduate degrees) = 5% = $409.50	Post Mgmt. = 2.5% = $303.81 AA = 2.5% = $303.81 BA = 5% = $607.62 MA = 7.5% = $911.43	No Comparable Class
	Maximum = $332.02	Maximum = $434.92	Maximum = 7.5% = $911.43	
Arizona	N/A	N/A	N/A	No Comparable Class
Florida	AA = $30 BA = $50	AA = $30 BA = $50	AA = $30 BA = $50	AA = $30 BA = $50
	Maximum = Degree max is $80 / For every 80 hrs of completed specialized approved training add $20 w/ a max of $120 / Total incentive cannot exceed $130	Maximum = Degree max is $80 / For every 80 hrs of completed specialized approved training add $20 w/ a max of $120 / Total incentive cannot exceed $130	Maximum = Degree max is $80 / For every 80 hrs of completed specialized approved training add $20 w/ a max of $120 / Total incentive cannot exceed $130	Maximum = Degree max is $80 / For every 80 hrs of completed specialized approved training add $20 w/ a max of $120 / Total incentive cannot exceed $130
Illinois	N/A	N/A	N/A	DNA
Nevada	POST – DNA Education - N/A	POST – DNA Education - N/A	POST – DNA Education - N/A	POST – DNA Education - N/A
New York	AA = $20.83 BA = $41.66 MA = $62.50	AA = $20.83 BA = $41.66 MA = $62.50	AA = $20.83 BA = $41.66 MA = $62.50	AA = $20.83 BA = $41.66 MA = $62.50
	Maximum = $42.00	Maximum = $42.00	Maximum = $42.00	Maximum = $42.00
Ohio	N/A	N/A	N/A	N/A

TABLE 4-A (Patrol) EDUCATION INCENTIVE PRACTICES MONTHLY EQUIVALENT				
Agency	**Officer**	**Sergeant**	**Captain**	**Regional/Division Chief**
	Type/Amount Monthly	**Type/Amount Monthly**	**Type/Amount Monthly**	**Type/Amount Monthly**
Oregon	Post (DPSST) Int. = 3% = $143.94 Post (DPSST) Adv. = 6% = $287.88 AA = 3% = $143.94 BA = 6% =$287.88	Post (DPSST) Int. = 3% = $196.08 Post (DPSST) Adv. = 6% = $392.16 AA = 3% $196.08 BA = 6% = $392.16	Post (DPSST Int.) = 3% = $252.45 Post (DPSST) Adv. = 6% =$504.90 AA = 3% = $252.45 BA = 6% $504.90	DNA
	Maximum = 6% =$287.88	Maximum = 6% = $392.16	Maximum = 6% = $504.90	
Pennsylvania	N/A	N/A	N/A	N/A
Texas	TCLEOSE Int. = $50 TCLEOSE Adv. = $100 AA = $50 BA = $100 MA = $150	TCLEOSE Int. = $50 TCLEOSE Adv. = $100 AA = $50 BA = $100 MA = $150	TCLEOSE Int. = $50 TCLEOSE Adv. = $100 AA = $50 BA = $100 MA = $150	DNA
	Maximum = $100	Maximum = $100	Maximum = $100	
Washington	AA = 2% = $96.28 BA = 4% = $192.56	AA = 2% = $110.74 BA = 4% = $221.48	AA = 2% = $152.34 BA = 4% = $304.68	N/A
	Maximum = 4% = $192.56	Maximum = 4% = $221.48	Maximum = 4% = $304.68	
Federal Government (RUS)	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class

TABLE 4-B (Corrections) EDUCATION INCENTIVE PRACTICES MONTHLY EQUIVALENT			
Agency	**Correctional Officer**	**Correctional Sergeant**	**Correctional Captain**
	Type/Amount Monthly	**Type/Amount Monthly**	**Type/Amount Monthly**
DPA	**AA: $135 for 60+ complete units**	**AA: $100 for 60+ complete units**	**N/A**
	Maximum = $135	**Maximum = $100**	
City/County of San Francisco	Post Int. = 4% = $250.64 Post Adv. = 6% = $375.96	Post Int. = 4% = $306.28 Post Adv = 6% = $459.42	Post Int. = 4% = $402.56 Post Adv. = 6% = $603.84
	Maximum = 6% = $375.96	Maximum = 6% = $459.42	Maximum = 6% = $603.84
County of Alameda	Post Int. = 2.5% = $179.36 Post Adv. = 6% = $430.44 MA = 2.5% = $179.36	Post Int. = 2.5% = $214.07 Post Adv. = 6% = $513.78 MA = 2.5% = $214.07	Post Int. = 2.5% = $298.75 Post Adv. = 6% = $717 AA = 2.5% = $298.75 BA = 6% = $717 MA = 7.5% = $896.25 Other (Approved 30 hrs or 3 quarter units completed annually) = 2.5% = $298.75
	Maximum = 6% = $430.44	Maximum = 6% = $513.78	Maximum = 7.5% = $896.25
County of Contra Costa	Post Int. = 2.5% = $159.22 Post Adv. = 2.5% = $159.22	Post Int. = 2.5% = $184.17 Post Adv. = 2.5% = $184.17	Post Mgmt. & BA = 2.5% = $261.47 Post Mgmt. & MA = 5% = $522.95
	Maximum = 5% = $318.45	Maximum = 5% = $368.35	Maximum = 2.5% = $261.47
County of Fresno	Intermediate = 2.5% = $103.78 Advanced Cert. = 5% = $207.55	N/A	Post Mgmt. = 5% = $409.15
	Maximum = 5% = $207.55		Maximum = 5% = $409.15
County of Kern	N/A	N/A	Post Adv. = 5.1% = $422.74 Post Mgmt. = 7.2% = 596.81
			Maximum = 7.2% = $596.81

TABLE 4-B (Corrections)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT

Agency	Correctional Officer	Correctional Sergeant	Correctional Captain
	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly
County of Los Angeles	Post Basic = 3% = $174.39 Post Int. =1% = $58.13 Post Adv. = 2% = $116.26	Post Int. = 3% = $219.90 Post Adv. = 1% = $73.30 Post Supv. = 2% = $146.60	Post Supv. = 3% = $321.45 Post Mgmt. = 3% = $321.45 Post Bonus = 1% = $107.15 Continuing Education = 1% = $107.15
	Maximum = 6% = $348.78	Maximum = 5% = $366.50	Maximum =5% = $535.75
County of Mendocino	Post Int. = 5% = $202 Post Adv. = 5% = $202	Post Int. = 5% = $257.65 Post Adv. = 5% = $257.65	AA = 2.5% = $183.00 Supervisory POST= $2.5% = $183.00 BA = 5% =$366 Management POST = 5% = $366
	Maximum = 10% = $404	Maximum = 10% = $515.30	Maximum = 10% = $732
County of Merced	Post Basic = 2.5% = 100.32 Post Int. = 5% = $200.65 Other (Correctional certificate) = $100	Other (Correctional certificate) = $100	Post Adv. = 5% = $370.15 Post Int. = 2.5% = $185.07
	Maximum = 5% = $200.65	Maximum =$100	Maximum = 5% = $370.15
County of Orange	Post Int. = $200 Post Adv. = $350 Other = $390	Post Int. = $200 Post Adv. = $350 Post Supv. = $390	N/A
	Maximum = $390	Maximum = $390	
County of Placer	N/A	N/A	Post Basic = 5% = $431.45 Post Int = 5% = $431.45 Post Adv. = 5% = $431.45 AA = $50/pp = $108.33 BA = $75 pp = $162.50
			Maximum = $1456.85
County of Riverside	N/A	N/A	Post Adv. = $1091.86 Post Mgmt. = $595.56
			Maximum =$1091.86

TABLE 4-B (Corrections)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT

Agency	Correctional Officer	Correctional Sergeant	Correctional Captain
	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly
County of Sacramento	Post Int. = 5% = $259.26 Post Adv. = 5% = $259.26 AA = 5% = $259.26 BA = 5% = $259.26	Post Int. = 5% = $300.67 Post Adv. = 5% = $300.67 AA = 5% = $300.67 BA = 5% = $300.67	Post Int = 5% = $412.55 Post Adv. = 5% = $412.55 AA = 5% = $412.55 BA = 5% = $412.55
	Maximum = 20% = $1,037.03	Maximum = 20% = $1,202.68	Maximum = 20% = $1650.20
County of San Bernardino	Post Int. = $183.73 Post Adv. = $365.73 Education/Certification Pay	Post Adv. = $ 421.19 Post Supv = $639.59 Post Mgmt. = $639.59 Education/Certification Pay	Post Adv. = 7% = $662.34 Post Supv. = 11% = $1040.28 Post Mgmt. = 11% = $1040.28
	Maximum = $365.73	Maximum = $639.59	Maximum =11% = $1040.28
County of San Diego	BA = $244.50	BA = $244	Post Mgmt. = 10% = $901.10
	Maximum = 5% = $244.50	Maximum = $244	Maximum = $901.10
County of San Joaquin	N/A	N/A	Post Adv. = 10% = $955.20 Post Supv. = 11% = $1050.72
			Maximum = 11% = $1050.72
County of San Luis Obispo	Post Int. = $75 Post Adv. = $150 AA = $75 BA = $150	Post Int. = $75 Post Adv. = $150 AA = $75 BA = $150	N/A
	Maximum = $150	Maximum = $150	
County of Santa Clara	Post Basic = 2.5% = $145.97 Post Int. = 5% = $291.95 Post Adv. = 7.5% = $437.92	Post Basic. = 2.5% = $193.55 Post Int. = 5% = $387.10 Post Adv. = 7.5% = $580.65	DNA
	Maximum = 7.5% = $437.92	Maximum = 7.5% = $580.65	
County of Stanislaus	Post Int. (Custodial Level Cert I) = 2.5% = $110.97 Post Adv. (Custodial Level Cert. II) = 4% = $177.56	Post Adv. (Custodial Level Cert I) = 2.5% = $133.45 Post Supv. (Custodial Level Cert. II) = 4% = $213.50	N/A
	Maximum = 4% = $177.56	Maximum = 4% = $213.50	

TABLE 4-B (Corrections)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT

Agency	Correctional Officer	Correctional Sergeant	Correctional Captain
	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly
County of Sutter	Post Int. = $30 Post Adv. = $50 AA = $70 BA = $90	Post Int.. = $30 Post Adv. = $50 AA = $70 BA = $90	Post Int. = $20 Post Adv. = $40 AA = $60 BA = $80
	Maximum = $90	Maximum = $90	Maximum = $80
County of Ventura	Post Int. = $221.35 Post Adv. = $332.02 AA = 2.5% = $156.31 BA = 3.5% = $218.83 MA = 5% = $312.62 All graduate degrees = 5% = $312.62	Post Int. = $289.94 Post Adv. = $$434.92 AA = 2.5% = $204.80 BA = 3.5% = $286.65 MA = 5% = $409.50 All graduate degrees = 5% = $409.50	Post Mgmt. = 2.5% = $264.17 AA = 2.5% = $264.17 BA = 5% = $528.35 MA = 7.5% = $792.52
	Maximum = $332.02	Maximum = $434.92	Maximum = 7.5% = $792.52
Arizona	N/A	N/A	N/A
Florida	AA = $30 BA = $50	AA = $30 BA = $50	AA = $30 BA = $50
	Maximum = Degree max is $80/For every 80 hrs of completed specialized approved training, add $20 with a max of $120/Total incentive cannot exceed$130	Maximum = Degree max is $80/For every 80 hrs of completed specialized approved training, add $20 with a max of $120/Total incentive cannot exceed$130	Maximum = Degree max is $80/For every 80 hrs of completed specialized approved training, add $20 with a max of $120/Total incentive cannot exceed$130
Illinois	DNA	DNA	DNA
Nevada	N/A	N/A	N/A
New York	DNA	DNA	DNA

TABLE 4-B (Corrections) EDUCATION INCENTIVE PRACTICES MONTHLY EQUIVALENT			
Agency	**Correctional Officer**	**Correctional Sergeant**	**Correctional Captain**
	Type/Amount Monthly	**Type/Amount Monthly**	**Type/Amount Monthly**
Ohio	DNA	DNA	DNA
Oregon	DPSST Int. = 3%= $115.39 DPSST Adv. = 6% = $231.76	DPSST Int. = 3% = $132.24 DPSST Adv. = 6% = $264.48	DPSST Int. = 3% = $188.76 DPSST Adv. = 6% = $377.52
	Maximum = 6%= $231.76	Maximum = 6% = $264.48	Maximum = 6% = $377.52
Pennsylvania	N/A	N/A	N/A
Texas	TCLEOSE Int. = $50 TCLEOSE Adv. = $100 AA = $50 BA = $100 MA = $150 Other = $150	TCLEOSE Int = $50 TCLEOSE Adv. = $100 AA = $50 BA = $100 MA = $150 Other = $150	TCLEOSE Int = $50 TCLEOSE Adv. = $100 AA = $50 BA = $100 MA = $150 Other = $150
	Maximum = $100	Maximum = $100	Maximum = $100
Washington	AA = 2%= $64.16 BA = 4% = $128.32	AA = 2% = $70.80 BA = 4% = $141.60	AA = 2% = $141.66 BA = 4% = $283.32
	Maximum = 4% = $128.32	Maximum = 4% = $141.60	Maximum = 4% = $283.32
Federal Government (RUS)	N/A	No Comparable Class	N/A

TABLE 4-C (Corrections) EDUCATION INCENTIVE PRACTICES MONTHLY EQUIVALENT		
Agency	**Warden**	**Parole Agent**
	Type/Amount Monthly	**Type/Amount Monthly**
DPA	**N/A**	**BA = $135 for 60 units**
		Maximum = $135
Arizona	N/A	N/A
Florida	AA = $30 BA = $50 Specialized Training = $20 every 80 hrs w/ max of $120	Specialized Training = $20 every 80 hrs w/ max of $120
	Maximum = $130	Maximum = $120
Illinois	DNA	DNA
Nevada	N/A	N/A
New York	DNA	DNA
Ohio	DNA	DNA
Oregon	DNA	DPSST Advanced = 6% = $305.88 DPSST Intermediate = 3% = $115.5
		Maximum = 6% = $305.88
Pennsylvania	N/A	N/A
Texas	TCLEOSE Int. = $50 TCLEOSE Adv. = $100 AA = $50 BA = $100 MA = $150	TCLEOSE Int. = $50 TCLEOSE Adv. = $100 AA = $50 BA = $100 MA = $150
	Maximum = $100	Maximum = $100

TABLE 4-C (Corrections) EDUCATION INCENTIVE PRACTICES MONTHLY EQUIVALENT		
Agency	**Warden**	**Parole Agent**
	Type/Amount Monthly	**Type/Amount Monthly**
Washington	DNA	DNA
Federal Government -(RUS)	N/A	N/A

TABLE 4-D (Other Law Enforcement)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Type	Amount	Type	Amount	Type	Amount	Type	Amount
DPA	**Post Int. = $50 Post Adv. = $100 AA = $50 BA = $100 Maximum = $100**		**N/A**		**N/A**		**Post int. = $50 Post Adv. = $100 AA = $50 BA = $100 Maximum = $100**	
City of Anaheim	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
City of Bakersfield	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Chula Vista	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Fresno	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Long Beach	No Comparable Class		No Comparable Class		N/A		N/A	
City of Los Angeles	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
City of Modesto	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Oakland	No Comparable Class		No Comparable Class		N/A		N/A	
City of Redding	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Riverside	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Roseville	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

TABLE 4-D (Other Law Enforcement)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Type	Amount	Type	Amount	Type	Amount	Type	Amount
City of Sacramento	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of San Diego	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
City of San Jose	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Santa Ana	No Comparable Class		No Comparable Class		No Comparable Class		N/A	
City of Stockton	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City/County of San Francisco	No Comparable Class		No Comparable Class		N/A		N/A	
County of Alameda	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of Contra Costa	No Comparable Class		No Comparable Class		Post Int. = 2.5% = $180.90 Post Adv. = 2.5% = $180.90 Maximum =5% = $361.80		No Comparable Class	
County of Fresno	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of Kern	No Comparable Class		No Comparable Class		N/A		N/A	
County of Los Angeles	No Comparable Class		No Comparable Class		N/A		Post Adv. = 12.5% = $522.25 Post Basic = 6.5% = $271.57 Post Intermediate = 9.5% = $396.91 Maximum = 12.5% = $522.25	

TABLE 4-D (Other Law Enforcement) EDUCATION INCENTIVE PRACTICES MONTHLY EQUIVALENT								
Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Type	Amount	Type	Amount	Type	Amount	Type	Amount
County of Mendocino	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Merced	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Orange	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of Placer	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Riverside	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Sacramento	No Comparable Class		No Comparable Class		N/A		N/A	
County of San Bernardino	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of San Diego	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of San Joaquin	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of San Luis Obispo	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Santa Clara	No Comparable Class		No Comparable Class		DNA		No Comparable Class	
County of Stanislaus	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

TABLE 4-D (Other Law Enforcement)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Type	Amount	Type	Amount	Type	Amount	Type	Amount
County of Sutter	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Ventura	No Comparable Class		No Comparable Class		MA Degree= 5% = $344.13 Maximum = 5% = $344.13		No Comparable Class	
Arizona	N/A		N/A		N/A		N/A	
Florida	AA = $30 if classification does not require degree BA = $50 if classification does not require degree Other = For every 80 hrs of completed training add $20 with a max of $120 Maximum = $130		AA = $30 if classification does not require degree BA = $30 if classification does not require degree Other = For every 80 hrs of completed training add $20 with a max of $120 Maximum = $130		AA = $30 if classification does not require degree BA = $30 if classification does not require degree Other = For every 80 hrs of completed training add $20 with a max of $120 Maximum = $130		No Comparable Class	
Illinois	DNA		DNA		DNA		N/A	
Nevada	Post- DNA Education- N/A		Post- DNA Education- N/A		No Comparable Class		Post- DNA Education- N/A	
New York	DNA		DNA		DNA		DNA	
Ohio	DNA		DNA		DNA		DNA	
Oregon	DNA		No Comparable Class		DPSST Intermediate = 3% of base pay=$164.79. DPSST Advanced = 6% of base pay=$329.58 AA = 3%=$164.79 BA = 6%=$329.58 Maximum = 6%=$329.58		No Comparable Class	

TABLE 4-D (Other Law Enforcement) EDUCATION INCENTIVE PRACTICES MONTHLY EQUIVALENT								
Agency	**Special Agent**		**Special Agent – in charge**		**Criminalist**		**State Park Ranger**	
	Type	**Amount**	**Type**	**Amount**	**Type**	**Amount**	**Type**	**Amount**
Pennsylvania	DNA		DNA		DNA		N/A	
Texas	No Comparable Class		No Comparable Class		TCLEOSE Int. = $50 TCLEOSE Adv. = $100 AA = $50 BA = $100 MA = $150 Maximum =$100		No Comparable Class	
Washington	DNA		DNA		N/A		N/A	
Federal Government (RUS)	N/A		N/A		N/A		N/A	

TABLE 4-E (Other Law Enforcement)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT

Agency	Investigator	Supervising Investigator
	Type / Amount	Type / Amount
DPA	**Post Int. = $50** **Post Adv. = $100** **AA = $50** **BA = $100**	**Post Int. = $50** **Post Adv. = $100** **AA = $50** **BA = $100**
	Maximum = $100	**Maximum = $100**
City of Anaheim	Post Int. = 10%: $631.80 Post Adv. = 12.5%: $789.75 Police officers designated as "Senior Master Intermediate" get 12.5% - defined as one year experience outside uniform patrol with an intermediate Post/ Police officers designated as "Senior Master Advanced" get 15% ($947.70) defined as one year experience outside uniform patrol with an Advanced Post	Post Adv. = 2.25% = $187.24
	Maximum = 15%: $947.70	Maximum = 2.25% =$187.24
City of Bakersfield	Post Adv. = 5%: $284.95 Post Int. = 5%: $284.95	Post Adv. = 5% = $357.35 Post Supv. = 10% = $714.68
	Maximum = 10%: $569.90	Maximum = 10% = $714.68
City of Chula Vista	Post Supv. = $300 Post Adv. = $300 AA = $200 BA = $300 or $350 if also has Post Supv.	Post Adv. = $300 Post Supv. = $300 AA = $200 BA = $300 or $350 if also has Post Supv.
	Maximum = $300	Maximum = $350
City of Fresno	Post Int. = 2% = $112.80 Post Adv. = 4% = $225.60 BA = 3% = $169.20 MA = 5% = $282	Post Int. = 2% = $136 Post Adv. = 4% = $272 BA = 3% = $204 MA or Doctorate = 5% = $340
	Maximum = 4% = $225.60	Maximum = 4% = $272
City of Long Beach	AA = $175 BA = $350 MA = $450	AA = $175 BA = $350 MA = $450
	Maximum = $350	Maximum = $350

TABLE 4-E (Other Law Enforcement)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT

Agency	Investigator	Supervising Investigator
	Type / Amount	Type / Amount
City of Los Angeles	Post Basic = 3%: $231.81 Post Int. = 1%: $77.27 Post Adv. = 2% =$ 154.54	DNA
	Maximum = 6% = $463.62	
City of Modesto	Post Int. = 1% = $56.70 Post Adv. = 2%: $113.40	MA = 1.5% = $101.41
	Maximum = 2% = $113.40	Maximum = N/A
City of Oakland	Post Int = 1% = $72.64 Post Adv. = 4% = $290.56 AA = 1% = $72.64 BA = 4% = $290.56 MA = 5% = $363.20	Post Adv. = 1% = $83.81 Post Supv.. = 4% = $335.24 AA = 1% = $83.81 BA = 4% = $335.24 MA = 5% = $419.05
	Maximum = 4% = $290.56	Maximum = 4% = $335.24
City of Redding	Post Adv. = 5% + $10.83 = $297.78 Post Inter = 2.5% + $10.83 = $154.30 AA = 2.5% + $10.83 = $154.30 BA = 5% + $10.83 = $297.78	Post Inter = 2.5%+$8.33 = $184.58 Post Adv = 5% + $8.33 = $360.83 AA = 2.5% + $8.33 = $184.58 BA = 5% + $8.33 = $360.83 MA = 7.5% + $8.33 = $537.08
	Maximum = 5% + $10.83 = $298	Maximum = 5% + $8.33 = $360.83
City of Riverside	Post Adv. = 12.5%: $860.25 Post Int. = 7.5%: $516.37	Post Int. = 7.5% = $597.60 Post Adv. = 12.5%= $996.00
	Maximum =12.5% = $860.25	Maximum = 12.5% = $996.00
City of Roseville	Post Adv. = 10% $588.10 Post Int. = 5% = $294.05 AA = 5% = $294.05 BA = 10% = $588.10	Post Int. = 5% = $360.35 Post Adv. = 10% = $720.70 AA = 5% = $360.35 BA = 10% = $720.70 Other (BA of non-related field = 5% = $360.35
	Maximum =10% = $588.10	Maximum = 10% = $720.70

TABLE 4-E (Other Law Enforcement)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT

Agency	Investigator	Supervising Investigator
	Type / Amount	Type / Amount
City of Sacramento	Post Adv. = 5% = $269.05 Post Int. = 5% = $269.05 BA = 5% = $269.05	Post Adv. = 5% = $328.25 Post Int. = 5% = $328.35 BA = 5% = $328.25
	Maximum =15% = $807.15	Maximum =15% =$984.75
City of San Diego	Post Adv. = 7.5% = $442.57 Post Int. = 5% = $295.05	Post Supv. = 7.5% = $537.45 Post Int. = 5% = $358.30
	Maximum = 7.5% $442.57	Maximum = 7.5% = $537.45
City of San Jose	DNA	DNA
City of Santa Ana	Other 5 yrs experience + 60 college units = 7.5% = $472.05 7 yrs experience + 90 college units or AA + 30 units = 12.5% = $786.75 9 yrs experience + 120 college units or AA + 60 units = 15% = $944.10	5 yrs experience + 60 college units = 7.5% = $582.07 7 yrs experience + 90 college units or AA + 30 units = 12.5% = $970.12 9 yrs experience + 120 college units or AA + 60 units = 15% = $1164.15
	Maximum = 15% =$944	Maximum = 15% = $1164.15
City of Stockton	Post Int. = 3% = $162.57 Post Adv. = 6% = $325.14 AA = 3% = $162.57	Post Int. = 3% = $192.09 Post Adv. = 6% = $384.18 AA = 3% = $192.09
	Maximum = 9% = $488	Maximum = 9% = $576.27
City/County of San Francisco	Post Adv. = 6% = $476.82 Post Basic = 4% = $317.88	Post Basic = 4% = $345.72 Post Adv. = 6% = $518.58
	Maximum = 6% $476.82	Maximum = 6% $518.58
County of Alameda	Completion of 3 units per year 7% = $560.35	Completion of 3 units per year 7% = $679.98
	Maximum = 7% = $560.35	Maximum = 7% = $679.98

TABLE 4-E (Other Law Enforcement) EDUCATION INCENTIVE PRACTICES MONTHLY EQUIVALENT		
Agency	**Investigator**	**Supervising Investigator**
	Type / Amount	**Type / Amount**
County of Contra Costa	N/A	BA = (BA + Advanced Post) = 5% = $433.35 MA = (MA + Advanced Post) = 7.5% = $650.02 Advanced Post = 2.5% = $216.67
		Maximum = 5% = $433.35
County of Fresno	Post Adv. = 5% = $319.65 Post Int. = 2.5% = $159.82	N/A
	Maximum = 5% = $319.65	
County of Kern	Post Adv. = 12% = $759.84	Post Adv. = 12% = $835.32
	Maximum = 12% = $759.84	Maximum = 12% = $835.32
County of Los Angeles	Post Adv. = 12.5% = $909.37 Post Basic = 6.5% = $472.87 Post Int. = 9.5% = $691.12	Post Supv. = 12.5% = $967.37 Post Int. = 9.5% = $735.20 Post Adv. = 12.5% = $967.37 Post Mgmt. = 12.5% = $967.37
	Maximum = 12.5% = $909.37	Maximum = 12.5% = $967.37
County of Mendocino	Post Adv. = 5% = $245.55 Post Int. = 5% = $245.55	Post Int. = 5% = $351.60 Post Adv. = 5% = $351.60
	Maximum = 10% = $491.10	Maximum = 10% = $703.20
County of Merced	Post Adv. = 5% = $252.65 Post Basic = 2.5% = $126.33	Post Adv. = 5% = $294.05 Post Basic = 2.5% = $147.03
	Maximum = 5% = $252.65	Maximum = 5% = $294.05
County of Orange	Post Adv. = $350 Post Supv. = $390 Post Int. = $200	Post Supv. = $390 Post Adv. = $350 Post Int. = $200
	Maximum = $390	Maximum = $390

TABLE 4-E (Other Law Enforcement) EDUCATION INCENTIVE PRACTICES MONTHLY EQUIVALENT		
Agency	**Investigator**	**Supervising Investigator**
	Type / Amount	**Type / Amount**
County of Placer	Post Basic = 5% = $284.45 Post Int. = 5% = $284.45 Post Adv. = 5% = $284.45 AA = $50 pay period = $108.33 BA = $75 pay period = $162.50 MA = $162.5 0	Post Basic = 5% = $334.05 Post Int. = 5% = $334.05 Post Adv. = 5% = $334.05 AA = $50 pay period $108.33 BA = $75 pay period $162.50
	Maximum = $1015.86	Maximum = $1164.65
County of Riverside	Post Adv. = 11% = $760.65 Post Int. = 6% = $414.90	.Post Adv. = 11% = $949.85 Post Int. = 6% = $518.10
	Maximum = 11% = $760.65	Maximum = 11% = $949.85
County of Sacramento	AA = 5% = $333.40 BA = 5% = $333.40 Post Int. = 5% = $333.40 Post Adv. = 5% = $333.40	AA = 5% = $352.55 BA = 5% = $352.55 Post Int. = 5% = $352.55 Post Adv. = 5% = $352.55
	Maximum = 20% = $1146	Maximum = 20% = $1410.20
County of San Bernardino	Post Supv. = $183.73 Post Mgmt. = $365.73	Post Adv. = $462.80 Post Supv. = $701.99 Post Mgmt. = $701.99
	Maximum = $365.73	Maximum = $701.99
County of San Diego	Post Adv. = 7.5% = $499.43	Post Advanced = 7.5% = $553.65
	Maximum = 7.5% = $499.43	Maximum = 7.5% = $553.65
County of San Joaquin	Post Mgmt. = 12.5% = $803.88	Post Adv. = 10% = $719.90 Post Supv. = 11% = $791.89
	Maximum = 12.5% = $803.88	Maximum = 11% = $791.89
County of San Luis Obispo	Post Adv. = $115 Post Int. = $57.50 AA = $57.50 BA = $115	Post Adv. = $115 Post Int. = $57.50 AA = $57.50 BA = $115
	Maximum = $115	Maximum = $115

TABLE 4-E (Other Law Enforcement) EDUCATION INCENTIVE PRACTICES MONTHLY EQUIVALENT		
Agency	**Investigator**	**Supervising Investigator**
	Type / Amount	**Type / Amount**
County of Santa Clara	Post Supv. = 5% $387.10 Post Mgmt. = 7.5% = $580.65	Post Mgmt. = 5% = $457.05 Post Exc. = 7.5% = $685.58
	Maximum = 7.5% = $580.65	Maximum = 7.5% = $685.58
County of Stanislaus	Post Int.. = 2.5% = $146.13 Post Adv = 5% = $292.25	Post Int. = 2.5% = $160.78 Post Adv. = 5% = $321.55
	Maximum = 5% = $292.25	Maximum = 5% = $321.55
County of Sutter	Post Supv. = $30 Post Mgmt. = $50 AA = $70 BA = $90	Post Supv. = $40 Post Int. = $20 AA = $60 BA = $80
	Maximum = $90	Maximum = $80
County of Ventura	Post Adv. = $434.92 MA = $429.65 Post Int. = $289.94	Post Adv. = $434.92 MA = $462.30 Post Int. = $289.94
	Maximum = $434.92	Maximum = $434.92
Arizona	N/A	N/A
Florida	AA = $30 BA = $50 For every 80 hrs of completed specialized approved training add $20/mo with max of $120	AA = $30 BA = $50 For every 80 hrs of completed specialized approved training add $20/mo with max of $120
	Maximum = $130	Maximum = $130
Illinois	DNA	DNA
Nevada	DNA	DNA
New York	DNA	DNA

TABLE 4-E (Other Law Enforcement) EDUCATION INCENTIVE PRACTICES MONTHLY EQUIVALENT		
Agency	**Investigator**	**Supervising Investigator**
	Type / Amount	**Type / Amount**
Ohio	DNA	DNA
Oregon	DNA	DNA
Pennsylvania	N/A	N/A
Texas	TCLEOSE Int. = $50 TCLEOSE Adv. = $100 AA = $50 BA = $100 MA = $150	TCLEOSE Int. = $50 TCLEOSE Adv. = $100 AA = $50 BA = $100 MA = $150
	Maximum = $100	Maximum = $100
Washington	DNA	No Comparable Class
Federal Government (RUS)	N/A	N/A

Table 5 - Cafeteria Plan Practices

TABLE 5-A (Patrol)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT

Agency	Monthly Amount/Maximum In Lieu Payment				Disposition			
	Officer	Sergeant	Captain	Reg./Div Chief	Officer	Sergeant	Captain	Reg./Div Chief
DPA	**N/A/$140 (if opt out of medical and dental)** **N/A: $128 (if opt out of medical only)**	**N/A/$155 (if opt out of medical and dental** **N/A: $130 (if opt out of medical only)**	**N/A/$155 (if opt out of medical and dental** **N/A: $130 (if opt out of medical only)**	**N/A/$155 (if opt out of medical and dental** **N/A: $130 (if opt out of medical only)**	**Cash**	**Cash**	**Cash**	**Cash**
City of Anaheim	N/A	N/A	N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class
City of Bakersfield	N/A	N/A	N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class
City of Chula Vista	N/A	N/A	$936/ N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class
City of Fresno	N/A	N/A	N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class
City of Long Beach	$843.27/ DNA	$843.27/ DNA	$843.27/ DNA	No Comparable Class	DNA	DNA	DNA	No Comparable Class
City of Los Angeles	N/A	N/A	N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class
City of Modesto	$812/$375	$812/$375	$812/$375	No Comparable Class	Deferred Comp	Deferred Comp	Deferred Comp	No Comparable Class
City of Oakland	N/A/$112	N/A/$112	N/A/$112	No Comparable Class	Cash	Cash	Cash	No Comparable Class
City of Redding	DNA	DNA	DNA	No Comparable Class	DNA	DNA	DNA	No Comparable Class

TABLE 5-A (Patrol)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT

Agency	Monthly Amount/Maximum In Lieu Payment				Disposition			
	Officer	Sergeant	Captain	Reg./Div Chief	Officer	Sergeant	Captain	Reg./Div Chief
City of Riverside	$935/$0	$935/$0	$935/$0	No Comparable Class	N/A	N/A	N/A	No Comparable Class
City of Roseville	$969.71/ N/A	$969.71/ N/A	N/A	No Comparable Class	DNA	DNA	DNA	No Comparable Class
City of Sacramento	$880 / $275	$880 / $275	$800 / $200	No Comparable Class	Cash	Cash	Cash	No Comparable Class
City of San Diego	$464.58/ $463.33	$464.58/ $463.33	$714.50/ $713.33	No Comparable Class	Cash	Cash	Cash	No Comparable Class
City of San Jose	N/A / $488.36	N/A / $488.36	N/A / $488.36	No Comparable Class	Cash	Cash	Cash	No Comparable Class
City of Santa Ana	N/A/DNA	N/A/DNA	N/A/$460	No Comparable Class	DNA	DNA	Cash	No Comparable Class
City of Stockton	N/A/DNA	N/A/DNA	N/A/DNA	No Comparable Class	N/A/DNA	N/A/DNA	N/A/DNA	No Comparable Class
City/County of San Francisco	N/A	N/A	N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class
County of Alameda	DNA	DNA	DNA	No Comparable Class	DNA	DNA	DNA	No Comparable Class
County of Contra Costa	N/A	N/A	N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class
County of Fresno	$664.00/DNA	$667.00/NA	$667.46/NA	No Comparable Class	DNA	N/A	N/A	No Comparable Class
County of Kern	N/A	N/A	N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class

TABLE 5-A (Patrol)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT

Agency	Monthly Amount/Maximum In Lieu Payment				Disposition			
	Officer	Sergeant	Captain	Reg./Div Chief	Officer	Sergeant	Captain	Reg./Div Chief
County of Los Angeles	$946/$244	$946/$244	$918/ DNA	$918/ N/A	Cash	Cash	DNA	No Comparable Class
County of Mendocino	DNA	DNA	DNA	No Comparable Class	DNA	DNA	DNA	No Comparable Class
County of Merced	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No Comparable Class
County of Orange	DNA	DNA	DNA	No Comparable Class	N/A	N/A	N/A	No Comparable Class
County of Placer	N/A / $316.68	N/A / $316.68	N/A / $316.68	No Comparable Class	Deferred Comp	Deferred Comp	Deferred Comp	No Comparable Class
County of Riverside	N/A	N/A	N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class
County of Sacramento	N/A	N/A	N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class
County of San Bernardino	DNA/$300	DNA/$327	DNA/$86.67	No Comparable Class	Cash	Cash	Cash	No Comparable Class
County of San Diego	$568/$242	$568/$242	$568/$242	No Comparable Class	Placed into FSA Account	Placed into FSA Account	Placed into FSA Account	No Comparable Class
County of San Joaquin	N/A	$1477.04/ $1477.04	$1533.52/ $1533.52	No Comparable Class	N/A	Cash Deferred or Comp	Cash or Deferred Comp	No Comparable Class
County of San Luis Obispo	$325/ $244.20	$325/ $244.20	$350/ $269.20	No Comparable Class	Cash	Cash	Cash	No Comparable Class
County of Santa Clara	N/A / $160	N/A / $160	N/A / $160	No Comparable Class	Cash	Cash	Cash	No Comparable Class

TABLE 5-A (Patrol)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT

Agency	Monthly Amount/Maximum In Lieu Payment				Disposition			
	Officer	Sergeant	Captain	Reg./Div Chief	Officer	Sergeant	Captain	Reg./Div Chief
County of Stanislaus	$125/$125 dental/vision	$125/$125 dental/vision	$125/$125 dental/vision	No Comparable Class	Cash	Cash	Cash	No Comparable Class
County of Sutter	N/A	N/A	N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class
County of Ventura	$537.33/ (depends of plan choice)	$537.33/ (depends on plan choice)	$537.33/ (depends on plan choice)	No Comparable Class	Cash or Deferred Comp	Cash or Deferred Comp	Cash or Deferred Comp	No Comparable Class
Arizona	N/A	N/A	N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class
Florida	N/A	N/A	N/A	DNA	N/A	N/A	N/A	DNA
Illinois	N/A/ $150	N/A/ $150	N/A/ $150	N/A/ $150	Cash – Retirees Only	Cash – Retirees Only	Cash – Retirees Only	Cash – Retirees Only
Nevada	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
New York	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
Ohio	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Oregon	DNA/$148	DNA/$148	DNA/$148	DNA/$148	Cash	Cash	Cash	Cash
Pennsylvania	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Texas	N/A / $60	N/A / $60	N/A / $60	DNA	Deferred Comp	Deferred Comp	Deferred Comp	DNA
Washington	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

TABLE 5-A (Patrol) CAFETERIA PLAN PRACTICES MONTHLY EQUIVALENT								
Agency	**Monthly Amount/Maximum In Lieu Payment**				**Disposition**			
	Officer	**Sergeant**	**Captain**	**Reg./Div Chief**	**Officer**	**Sergeant**	**Captain**	**Reg./Div Chief**
Federal Government (RUS)	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class

TABLE 5-B (Corrections) CAFETERIA PLAN PRACTICES MONTHLY EQUIVALENT						
Agency	**Monthly Amount/Maximum In Lieu Payment**			**Disposition**		
	Correctional Officer	**Correctional Sergeant**	**Correctional Captain**	**Correctional Officer**	**Correctional Sergeant**	**Correctional Captain**
DPA	**N/A / $140**	**N/A / $155**	**N/A / $155**	**Cash**	**Cash**	**Cash**
City/County of San Francisco	N/A	N/A	N/A	N/A	N/A	N/A
County of Alameda	N/A	N/A	N/A	N/A	N/A	N/A
County of Contra Costa	N/A	N/A	N/A	N/A	N/A	N/A
County of Fresno	$667.46/NA	$667.46/NA	$667.46/NA	NA	NA	N/A
County of Kern	N/A	N/A	N/A	N/A	N/A	N/A
County of Los Angeles	$946/$244	$946/$244	$918/DNA	Cash	Cash	DNA
County of Mendocino	DNA	DNA	DNA	DNA	DNA	DNA
County of Merced	N/A	N/A	N/A	N/A	N/A	N/A
County of Orange	DNA	DNA	DNA	N/A	N/A	N/A
County of Placer	N/A/$316.68	N/A/$316.68	N/A/$316.68	Deferred comp	Deferred comp	Deferred Comp
County of Riverside	$568/$276	$568/$276	$568/$276	DNA	DNA	DNA
County of Sacramento	N/A	N/A	N/A	N/A	N/A	N/A

TABLE 5-B (Corrections) CAFETERIA PLAN PRACTICES MONTHLY EQUIVALENT						
Agency	**Monthly Amount/Maximum In Lieu Payment**			**Disposition**		
	Correctional Officer	**Correctional Sergeant**	**Correctional Captain**	**Correctional Officer**	**Correctional Sergeant**	**Correctional Captain**
County of San Bernardino	DNA/$300	DNA/$327	DNA/$88.67	Cash	Cash	Cash
County of San Diego	$568/$242	$568/$242	$568/$242	Placed into FSA account	Placed into FSA account	Placed into FSA account
County of San Joaquin	N/A	N/A	$1,533.52/$1533.52	N/A	N/A	Cash
County of San Luis Obispo	$325/$244.20	$325/$244.20	$350/$269.20	Cash	Cash	Cash
County of Santa Clara	N/A/$160	N/A/$160	N/A/DNA	Cash	Cash	DNA
County of Stanislaus	DNA / $125	DNA / $125	$125 / $125	Cash	Cash	Cash
County of Sutter	N/A	N/A	N/A	N/A	N/A	N/A
County of Ventura	$537.33/ (depends on plan choice)	$537.33/ (depends on plan choice)	$537.33/ (depends on plan choice)	Cash or Deferred Comp	Cash or Deferred Comp	Cash or Deferred Comp
Arizona	N/A	N/A	N/A	N/A	N/A	N/A
Florida	N/A	N/A	N/A	N/A	N/A	N/A
Illinois	DNA	DNA	DNA	DNA	DNA	DNA
Nevada	N/A	N/A	N/A	N/A	N/A	N/A
New York	DNA	DNA	DNA	DNA	DNA	DNA

TABLE 5-B (Corrections) CAFETERIA PLAN PRACTICES MONTHLY EQUIVALENT						
Agency	**Monthly Amount/Maximum In Lieu Payment**			**Disposition**		
	Correctional Officer	**Correctional Sergeant**	**Correctional Captain**	**Correctional Officer**	**Correctional Sergeant**	**Correctional Captain**
Ohio	DNA	DNA	DNA	DNA	DNA	DNA
Oregon	N/A / $148	N/A / $148	N/A / $148	Cash	Cash	Cash
Pennsylvania	N/A	N/A	N/A	N/A	N/A	N/A
Texas	N/A / $60	N/A / $60	N/A / $60	Deferred Comp	Deferred Comp	Deferred Comp
Washington	N/A	N/A	N/A	N/A	N/A	N/A
Federal Government (RUS)	N/A	No Comparable Class	N/A	N/A	No Comparable Class	N/A

TABLE 5-C (Corrections) CAFETERIA PLAN PRACTICES MONTHLY EQUIVALENT				
Agency	**Monthly Amount/Maximum In Lieu Payment**		**Disposition**	
	Warden	**Parole Agent**	**Warden**	**Parole Agent**
DPA	**N/A / $155**	**N/A / $140**	**Cash**	**Cash**
Arizona	N/A	N/A	N/A	N/A
Florida	N/A	N/A	N/A	N/A
Illinois	DNA	DNA	DNA	DNA
Nevada	N/A	N/A	N/A	N/A
New York	DNA	DNA	DNA	DNA
Ohio	DNA	DNA	DNA	DNA
Oregon	DNA	N/A / $148	DNA	Cash
Pennsylvania	N/A	N/A	N/A	N/A
Texas	N/A / $60	N/A / $60	Deferred Comp	Deferred Comp
Washington	N/A	N/A	N/A	N/A
Federal Government -(RUS)	N/A	N/A	N/A	N/A

TABLE 5-D (Other Law Enforcement)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT

Agency	Monthly Amount/Maximum In Lieu Payment				Disposition			
	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger
DPA	**$155 for Health & Dental or $130 for Health only**	**$155 for Health & Dental or $130 for Health only**	**$155 for Health & Dental or $130 for Health only**	**$155 for Health & Dental or $130 for Health only**	**Cash**	**Cash**	**Cash**	**Cash**
City of Anaheim	No Comparable Class	No Comparable Class	N/A	No Comparable Class	No Comparable Class	No Comparable Class	N/A	No Comparable Class
City of Bakersfield	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Chula Vista	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Fresno	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Long Beach	No Comparable Class	No Comparable Class	$843.27 / DNA	$843.27 / DNA	No Comparable Class	No Comparable Class	N/A	N/A
City of Los Angeles	No Comparable Class	No Comparable Class	N/A	No Comparable Class	No Comparable Class	No Comparable Class	N/A	No Comparable Class
City of Modesto	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Oakland	No Comparable Class	No Comparable Class	N/A. / $160	N/A / $112 (Medical only)	No Comparable Class	No Comparable Class	Cash	Cash
City of Redding	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Riverside	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Roseville	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class

TABLE 5-D (Other Law Enforcement)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT

Agency	Monthly Amount/Maximum In Lieu Payment				Disposition			
	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger
City of Sacramento	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of San Diego	No Comparable Class	No Comparable Class	$464.58 / $464.58	No Comparable Class	No Comparable Class	No Comparable Class	Cash or Deferred Comp	No Comparable Class
City of San Jose	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Santa Ana	No Comparable Class	No Comparable Class	No Comparable Class	N/A	No Comparable Class	No Comparable Class	No Comparable Class	N/A
City of Stockton	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City/County of San Francisco	No Comparable Class	No Comparable Class	N/A	N/A	No Comparable Class	No Comparable Class	N/A	N/A
County of Alameda	No Comparable Class	No Comparable Class	N/A	No Comparable Class	No Comparable Class	No Comparable Class	N/A	No Comparable Class
County of Contra Costa	No Comparable Class	No Comparable Class	N/A	No Comparable Class	No Comparable Class	No Comparable Class	N/A	No Comparable Class
County of Fresno	No Comparable Class	No Comparable Class	$664 / DNA	No Comparable Class	No Comparable Class	No Comparable Class	DNA	No Comparable Class
County of Kern	No Comparable Class	No Comparable Class	N/A	N/A	No Comparable Class	No Comparable Class	N/A	N/A
County of Los Angeles	No Comparable Class	No Comparable Class	$946 / $244	$946 / $244	No Comparable Class	No Comparable Class	Cash	Cash
County of Mendocino	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class

TABLE 5-D (Other Law Enforcement)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT

Agency	Monthly Amount/Maximum In Lieu Payment				Disposition			
	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger
County of Merced	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Orange	No Comparable Class	No Comparable Class	$624/DNA	No Comparable Class	No Comparable Class	No Comparable Class	Included in Health Plan Trust Fund	No Comparable Class
County of Placer	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Riverside	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Sacramento	No Comparable Class	No Comparable Class	N/A	N/A	No Comparable Class	No Comparable Class	N/A	N/A
County of San Bernardino	No Comparable Class	No Comparable Class	N/A / $290	No Comparable Class	No Comparable Class	No Comparable Class	DNA	No Comparable Class
County of San Diego	No Comparable Class	No Comparable Class	$611 – 2+/$458.63	No Comparable Class	No Comparable Class	No Comparable Class	Flexible Spending Account	No Comparable Class
County of San Joaquin	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of San Luis Obispo	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Santa Clara	No Comparable Class	No Comparable Class	$160/DNA	No Comparable Class	No Comparable Class	No Comparable Class	DNA	No Comparable Class
County of Stanislaus	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Sutter	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class

TABLE 5-D (Other Law Enforcement)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT

Agency	Monthly Amount/Maximum In Lieu Payment				Disposition			
	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger
County of Ventura	No Comparable Class	No Comparable Class	$537.33 to cover medical, dental, vision, flex spending account for health and dependent care. /DNA	No Comparable Class	No Comparable Class	No Comparable Class	Cash	No Comparable Class
Arizona	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Florida	N/A	N/A	No Comparable Class	No Comparable Class	N/A	N/A	No Comparable Class	No Comparable Class
Illinois	DNA	DNA	DNA		DNA	DNA	DNA	Cash retirees only/A
Nevada	DNA	DNA	No Comparable Class	DNA	DNA	DNA	No Comparable Class	DNA
New York	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
Ohio	DNA	DNA	N/A	N/A	DNA	DNA	N/A	N/A
Oregon	2005 = $818 2006 = Full PEBB coverage 2007 = Up to 12% increase in contribution from 2006; any in excess paid by employee (out-of-pocket) Max = approx $148	No Comparable Class	DNA/$148.00	No Comparable Class	N/A	No Comparable Class	N/A	No Comparable Class

TABLE 5-D (Other Law Enforcement) CAFETERIA PLAN PRACTICES MONTHLY EQUIVALENT								
Agency	**Monthly Amount/Maximum In Lieu Payment**				**Disposition**			
	Special Agent	**Special Agent – in charge**	**Criminalist**	**State Park Ranger**	**Special Agent**	**Special Agent – in charge**	**Criminalist**	**State Park Ranger**
Pennsylvania	DNA	DNA	DNA	N/A	DNA	DNA	DNA	N/A
Texas	No Comparable Class	No Comparable Class	$60 / month	No Comparable Class	No Comparable Class	No Comparable Class	N/A	No Comparable Class
Washington	DNA	DNA	N/A	N/A	DNA	DNA	N/A	N/A
Federal Government (RUS)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

TABLE 5-E (Other Law Enforcement) CAFETERIA PLAN PRACTICES MONTHLY EQUIVALENT				
Agency	**Monthly Amount / Maximum In Lieu Payment**		**Disposition**	
	Investigator	**Supervising Investigator**	**Investigator**	**Supervising Investigator**
DPA	**N/A / $155 for Health & Dental OR $130 for Health only**	**N/A / $155 for Health & Dental OR $130 for Health only**	**Cash**	**Cash**
City of Anaheim	N/A	N/A	N/A	N/A
City of Bakersfield	N/A	N/A	N/A	N/A
City of Chula Vista	N/A	N/A	N/A	N/A
City of Fresno	N/A	N/A	N/A	N/A
City of Long Beach	$843.27/ DNA	$843.27/ DNA	DNA	DNA
City of Los Angeles	N/A	DNA	N/A	DNA
City of Modesto	$812/$375	$812/$375	Deferred Comp	Deferred Comp
City of Oakland	N/A/$112	N/A/$112	Cash	Cash
City of Redding	DNA	DNA	N/A	N/A
City of Riverside	$935/$0	$935/$0	N/A	N/A
City of Roseville	$969.71/ N/A	$969.71/ N/A	N/A	N/A
City of Sacramento	$880 / $275	$880 / $275	Cash	Cash

TABLE 5-E (Other Law Enforcement) CAFETERIA PLAN PRACTICES MONTHLY EQUIVALENT				
Agency	**Monthly Amount / Maximum In Lieu Payment**		**Disposition**	
	Investigator	**Supervising Investigator**	**Investigator**	**Supervising Investigator**
City of San Diego	$464.58/ $463.33	$464.58/ $463.33	Cash	Cash
City of San Jose	DNA	DNA	DNA	DNA
City of Santa Ana	N/A	N/A	N/A	N/A
City of Stockton	N/A	N/A	N/A	N/A
City/County of San Francisco	N/A	N/A	N/A	N/A
County of Alameda	N/A	N/A	N/A	N/A
County of Contra Costa	N/A	N/A	N/A	N/A
County of Fresno	$667.46 / N/A	$641.96 / N/A	N/A	N/A
County of Kern	N/A	N/A	N/A	N/A
County of Los Angeles	$946 / $244	$946 / $244	Cash	Cash
County of Mendocino	DNA	DNA	DNA	DNA
County of Merced	N/A	N/A	N/A	N/A
County of Orange	County contributes $0.30/hr. to trust fund to cover disability insurances.	County contributes $0.30/hr. to trust fund to cover disability insurances.	N/A	N/A

TABLE 5-E (Other Law Enforcement) CAFETERIA PLAN PRACTICES MONTHLY EQUIVALENT				
Agency	**Monthly Amount / Maximum In Lieu Payment**		**Disposition**	
	Investigator	**Supervising Investigator**	**Investigator**	**Supervising Investigator**
County of Placer	N/A / $316.68	N/A / $316.68	Deferred Comp	Deferred Comp
County of Riverside	N/A	N/A	N/A	N/A
County of Sacramento	N/A	N/A	N/A	N/A
County of San Bernardino	N/A / With 18 yrs service, $300 if waive coverage	N/A / With 18 yrs of service, $327 if waive coverage	Cash	Cash
County of San Diego	$653 / 500.63	$653 / 500.63	Flexible Spending	Flexible Spending
County of San Joaquin	N/A	$1533.52 / $1533.52 (Medical, Dental, Vision, Deferred Comp)	N/A	Cash or Deferred Compensation
County of San Luis Obispo	$209.20 / $209.20	$209.20 / $290.20	Cash	Cash
County of Santa Clara	DNA/$160	DNA/$160	Cash	Cash
County of Stanislaus	$125 (Dental and Vision) / $125	$125 (Dental and Vision) / $125	DNA	Cash
County of Sutter	N/A	N/A	N/A	N/A
County of Ventura	$537.33 (Medical, dental, vision, flex spending accts for health & dependent care)	$537.33 (Medical, dental, vision, flex spending accts for health & dependent care)	Cash or Deferred Comp – Ee can receive cash back if there are “credits” left over after paying for their plan choices	Cash or Deferred Comp – Ee can receive cash back if there are “credits” left over after paying for their plan choices

TABLE 5-E (Other Law Enforcement) CAFETERIA PLAN PRACTICES MONTHLY EQUIVALENT				
Agency	**Monthly Amount / Maximum In Lieu Payment**		**Disposition**	
	Investigator	**Supervising Investigator**	**Investigator**	**Supervising Investigator**
Arizona	N/A	N/A	N/A	N/A
Florida	N/A	N/A	N/A	N/A
Illinois	DNA	DNA	DNA	DNA
Nevada	DNA	DNA	DNA	DNA
New York	DNA	DNA	DNA	DNA
Ohio	DNA	DNA	DNA	DNA
Oregon	DNA / $148	DNA / $148	DNA	DNA
Pennsylvania	N/A	N/A	N/A	N/A
Texas	N/A / $60	N/A / $60	Deferred Comp	Deferred Comp
Washington	DNA	No Comparable Class	DNA	No Comparable Class
Federal Government (RUS)	N/A	N/A	N/A	N/A

Table 6 - Employer & Employee Contributions to Medical

TABLE 6-A (Patrol)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT

Agency	Officer			Sergeant			Captain			Regional/Division Chief		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
DPA	**$913**	**$230**	**Yes**	**$1,013**	**$453**	**Yes**	**$1,013**	**$453**	**Yes**	**$1,013**	**$453**	**Yes**
City of Anaheim	$954.37	$56.96	Yes	$954.37	$56.96	Yes	$954.37	$56.96	Yes	No Comparable Class		
City of Bakersfield	$1109.98	$246.50	Yes	$1109.98	$246.50	Yes	$1109.98	$246.50	Yes	No Comparable Class		
City of Chula Vista	$918.83	$50	Yes	$918.83	$50	Yes	Cafeteria	$33	Yes	No Comparable Class		
City of Fresno	$655.20	$163.80	Yes	$655.20	$163.80	Yes	$655.20	$163.80	Yes	No Comparable Class		
City of Long Beach	Inc in Cafeteria	$55.86	Yes	Inc in Cafeteria	$55.86	Yes	Inc in Cafeteria	$55.86	Yes	No Comparable Class		
City of Los Angeles	$774.34	$20.56	Yes	$774.34	$20.56	Yes	$774.34	$20.56	Yes	No Comparable Class		
City of Modesto	Inc in Cafeteria		Yes	Inc in Cafeteria		Yes	Inc in Cafeteria		Yes	No Comparable Class		
City of Oakland	$1121	$0	Yes	$1121	$0	Yes	$1121	$0	Yes	No Comparable Class		
City of Redding	$950.40	$105.60	Yes	$950.40	$105.60	Yes	$950.40	$105.60	Yes	No Comparable Class		
City of Riverside	Inc. in Cafeteria		Yes	Inc. in Cafeteria		Yes	Inc. in Cafeteria		Yes	No Comparable Class		
City of Roseville	Inc in Cafeteria	$151.33	Yes	Inc in Cafeteria	$151.33	Yes	$1,000.00	$121.04	Yes	No Comparable Class		
City of Sacramento	Inc in Cafeteria	DNA	Yes	$880	DNA	Yes	$880	DNA	Yes	No Comparable Class		

TABLE 6-A (Patrol)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT

Agency	Officer			Sergeant			Captain			Regional/Division Chief		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
City of San Diego	Inc in Cafeteria		Yes	Inc in Cafeteria		Yes	Inc in Cafeteria		Yes	No Comparable Class		
City of San Jose	$976.71	$108.27	Yes	$976.71	$108.27	Yes	$976.71	$108.27	Yes	No Comparable Class		
City of Santa Ana	$766.80	DNA	Yes	$766.80	DNA	Yes	$937.56	$120.69	Yes	No Comparable Class		
City of Stockton	$890	$0	Yes	$890	$0	Yes	$890	$44.50	Yes	No Comparable Class		
City/County of San Francisco	$860.14	$167.63	Yes	$860.14	$167.63	Yes	$860.14	$167.63	Yes	No Comparable Class		
County of Alameda	$1185.34	$91.28	Yes	$1185.34	$91.28	Yes	$1185.34	$91.28	Yes	No Comparable Class		
County of Contra Costa	$975.30	$145.24	Yes	$975.30	$145.24	Yes	$975.30	$145.24	Yes	No Comparable Class		
County of Fresno	Inc in Cafeteria		Yes	Inc in Cafeteria		Yes	Inc in Cafeteria		Yes			
County of Kern	$830.13	$264.57	Yes	$830.13	$264.57	Yes	$830.13	$264.57	Yes	No Comparable Class		
County of Los Angeles	Inc in Cafeteria		Yes	Inc in Cafeteria		Yes	Inc in Cafeteria		Yes	No Comparable Class		
County of Mendocino	$964.96	$189.82	Yes	$964.96	$189.82	Yes	$964.96	$189.82	Yes	No Comparable Class		
County of Merced	$1053.80	$464.21	Yes	$1053.80	$464.21	Yes	$1053.80	$464.21	Yes	No Comparable Class		
County of Orange	$620	DNA	Yes	$620	DNA	Yes	$620	DNA	Yes	No Comparable Class		

TABLE 6-A (Patrol)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT

Agency	Officer			Sergeant			Captain			Regional/Division Chief		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
County of Placer	$1125.76	$133.20	Yes	$1125.76	$133.20	Yes	$1125.76	$133.20	Yes	No Comparable Class		
County of Riverside	Inc in Cafeteria		Yes	Inc in Cafeteria		Yes	Inc in Cafeteria		Yes	No Comparable Class		
County of Sacramento	$826.90	$206.72	Yes	$826.90	$206.72	Yes	$826.90	$206.72	Yes	No Comparable Class		
County of San Bernardino	$872.19	$28.97	Yes	$872.19	$28.97	Yes	$749.80	$238.03	Yes	No Comparable Class		
County of San Diego	Inc in Cafeteria	$294.42	Yes	Inc in Cafeteria	$294.42	Yes	Inc in Cafeteria	$294.42	Yes	No Comparable Class		
County of San Joaquin	$1423.85	$355.96	Yes	Inc in Cafeteria	N/A	Yes	Inc in Cafeteria	N/A	Yes	No Comparable Class		
County of San Luis Obispo	Inc in Cafeteria	$876.28	Yes	Inc in Cafeteria	$876.28	Yes	Inc in Cafeteria	$851.28	Yes	No Comparable Class		
County of Santa Clara	$1224.75	$0	Yes	$1224.75	$0	Yes	$1224.75	$0	Yes	No Comparable Class		
County of Stanislaus	$1135.38	$0	Yes	$1135.38	$0	Yes	$1135.38	$0	Yes	No Comparable Class		
County of Sutter	$887	$219	Yes	$887	$219	Yes	$887	$219	Yes	No Comparable Class		
County of Ventura	Inc in Cafeteria	$82.55	Yes	Inc in Cafeteria	$82.55	Yes	Inc in Cafeteria	$82.55	Yes	No Comparable Class		
Arizona	$955.50	$125.00	Yes	$955.50	$125.00	Yes	$955.50	$125.00	Yes	No Comparable Class		
Florida	$715.92	$180.00	Yes	$715.92	$180.00	Yes	$715.92	$180.00	Yes	$715.92	$180.00	Yes

TABLE 6-A (Patrol)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT

Agency	Officer			Sergeant			Captain			Regional/Division Chief		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
Illinois	$1239	$0	Yes	$1239	$0	Yes	$1239	$0	Yes	DNA	DNA	DNA
Nevada	$690.91	$152.17	Yes	$690.91	$152.17	Yes	$690.91	$152.17	Yes	$690.91	$152.17	Yes
New York	$1053	DNA	Yes	$1053	DNA	Yes	$1053	DNA	Yes	$1053	DNA	Yes
Ohio	$724.73	$128.30	Yes	$724.73	$128.30	Yes	$724.73	$128.30	Yes	$724.73	$128.30	Yes
Oregon	$923.47	$0	Yes	$923.47	$0	Yes	$923.47	$0	Yes	$923.47	$0	Yes
Pennsylvania	$600	$68.54	Yes	$600	$68.54	Yes	$600	$68.54	Yes	$600	$68.54	Yes
Texas	$704.52	$343.98	Yes	$704.52	$343.98	Yes	$704.52	$343.98	Yes	DNA	DNA	DNA
Washington	$1019	$202	Yes	$1019	$202	Yes	$1019	$202	Yes	$1019	$202	Yes
Federal Government (RUS)	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		

TABLE 6-B (Corrections)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT

Agency	Correctional Officer			Correctional Sergeant			Correctional Captain		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
DPA	**$807**	**North Plan = $242 South Plan = $59**	**Yes**	**$1,013 Co-Ben**	**North Plan = $182.15 South Plan = $0.00**	**Yes**	**$1,013 Co-Ben**	**North Plan = $182.15 South Plan = $0.00**	**Yes**
City/County of San Francisco	$860.14	$167.63	Yes	$860.14	$167.63	Yes	$860.14	$167.63	Yes
County of Alameda	$1,185.34	$91.28	Yes	$1,185.34	$91.28	Yes	$1,185.34	$91.28	Yes
County of Contra Costa	$975.30	$145.24	Yes	$975.30	$145.24	Yes	$975.30	$145.24	Yes
County of Fresno	Included in Cafeteria Plan			Included in Cafeteria Plan			Included in Cafeteria Plan		
County of Kern	$830.13	$264.57	Yes	$830.13	$264.57	Yes	$830.13	$264.57	Yes
County of Los Angeles	Included in Cafeteria Plan		Yes	Included in Cafeteria Plan		Yes	Included in Cafeteria Plan		Yes
County of Mendocino	$964.96	$189.82	Yes	$964.96	$189.82	Yes	$964.96	$189.82	Yes
County of Merced	$1,053.80	$464.21	Yes	$1,053.80	$464.21	Yes	$1,053.80	$464.21	Yes
County of Orange	$620	DNA	Yes	$620	DNA	Yes	$620	DNA	Yes
County of Placer	$1190	$68.96	DNA	$1190	$68.96	DNA	$1,126	$133.20	DNA
County of Riverside	Included in Cafeteria Plan		Yes	Included in Cafeteria Plan		Yes	Included in Cafeteria Plan		Yes
County of Sacramento	$826.90	$206.72	Yes	$826.90	$206.72	Yes	$826.90	$206.72	Yes

TABLE 6-B (Corrections)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT

Agency	Correctional Officer			Correctional Sergeant			Correctional Captain		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
County of San Bernardino	$872.19	$28.97	Yes	$872.19	$28.97	Yes	$749.80	$238.03	Yes
County of San Diego	Included in cafeteria plan	$294.42	Yes	Included in cafeteria plan	$294.42	Yes	Included in cafeteria plan	$294.42	Yes
County of San Joaquin	$1,423.85	$355.96	Yes	$1,423.85	$355.96	Yes	Included in cafeteria plan	Included in cafeteria plan	Yes
County of San Luis Obispo	Included in cafeteria plan	$876.28	Yes	Included in cafeteria plan	$876.28	Yes	Included in cafeteria plan	$851.28	Yes
County of Santa Clara	$1224.75	$0	Yes	$1224.75	$0	Yes	$1224.75	$0	Yes
County of Stanislaus	$1,135.38	$0	Yes	$1,135.38	$0	Yes	$1,135.38	$0	Yes
County of Sutter	$887.00	$219.00	DNA	$887.00	$219.00	DNA	$887	$219	DNA
County of Ventura	Included in Cafeteria Plan	$82.55	Yes	Included in Cafeteria Plan	$82.55	Yes	Included in Cafeteria Plan	$82.55	Yes
Arizona	$955.50	$125.00	Yes	$955.50	$125.00	Yes	$955.50	$125.00	Yes
Florida	$715.92	$180.00	Yes	$715.92	$180.00	Yes	$715.92	$180.00	Yes
Illinois	$1239	DNA	DNA	$1239	DNA	DNA	$1239	DNA	DNA
Nevada	$690.91	$152.17	Yes	$690.91	$152.17	Yes	$690.91	$152.17	Yes
New York	$1053	DNA	DNA	$1053	DNA	DNA	$1053	DNA	DNA

TABLE 6-B (Corrections) EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL MONTHLY EQUIVALENT									
Agency	Correctional Officer			Correctional Sergeant			Correctional Captain		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
Ohio	$724.73	$128.30	Yes	$724.73	$128.30	Yes	$724.73	$128.30	Yes
Oregon	$923.47	$0	Yes	$923.47	$0	Yes	$923.47	$0	Yes
Pennsylvania	$600.00	$68.54	Yes	$600.00	$68.54	Yes	$600.00	$68.54	Yes
Texas	$704.52	$343.98	Yes	$704.52	$343.98	Yes	$704.52	$343.98	Yes
Washington	$1,019	$202	Yes	$1,019	$202	Yes	$1,019	$202	Yes
Federal Government (RUS)	$697.43	$395	Yes	No Comparable Class			$697.43	$395	Yes

TABLE 6-C (Corrections)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT

Agency	Warden			Parole Agent		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
DPA	**$1,013**	**North = $182.15 South = $0**	**Yes**	**$807**	**North = $242 South = $59**	**Yes**
Arizona	$955.50	$125	Yes	$955.50	$125	Yes
Florida	$715.92	$180	Yes	$715.92	$180	Yes
Illinois	$1239	DNA		$1239	DNA	
Nevada	$690.91	$152.17	Yes	$690.91	$152.17	Yes
New York	$1053	DNA	DNA	$1053	DNA	
Ohio	$724	DNA		$724	DNA	
Oregon	$923.47	DNA		$923.47	$0	Yes
Pennsylvania	$600	$68.54	Yes	$600	$68.54	Yes
Texas	$704.52	$343.98	Yes	$704.52	$343.98	Yes
Washington	$1,019	$202	Yes	$1,019	$202	Yes
Federal Government -(RUS)	$697.43	$395.00	Yes	$697.43	$395.00	Yes

TABLE 6-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT

Agency	Special Agent			Special Agent – in charge			Criminalist			State Park Ranger		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
DPA	**$978**	**$285.09**	**Yes**	**$1013**	**$266.95**	**Yes**	**$978**	**$285.09**	**Yes**	**$978**	**$285.09**	**Yes**
City of Anaheim	No Comparable Class			No Comparable Class			$954.37	$56.96	Yes	No Comparable Class		
City of Bakersfield	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
City of Chula Vista	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
City of Fresno	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
City of Long Beach	No Comparable Class			No Comparable Class			Included in Cafeteria Plan			Included in Cafeteria Plan		
City of Los Angeles	No Comparable Class			No Comparable Class			$857	$0	Yes	No Comparable Class		
City of Modesto	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
City of Oakland	No Comparable Class			No Comparable Class			$1121.04	$0	Yes	$1121.04	$0	Yes
City of Redding	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
City of Riverside	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
City of Roseville	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
City of Sacramento	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		

TABLE 6-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT

Agency	Special Agent			Special Agent – in charge			Criminalist			State Park Ranger		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
City of San Diego	No Comparable Class			No Comparable Class			Included in Cafeteria Plan		Yes	No Comparable Class		
City of San Jose	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
City of Santa Ana	No Comparable Class			No Comparable Class			No Comparable Class			$937.56	$120.69	DNA
City of Stockton	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
City/County of San Francisco	No Comparable Class			No Comparable Class			$860.14	$167.63	Yes	$860.14	$167.63	Yes
County of Alameda	No Comparable Class			No Comparable Class			$1115.88	$88.00	Yes	No Comparable Class		
County of Contra Costa	No Comparable Class			No Comparable Class			$975.30	$145.24	Yes	No Comparable Class		
County of Fresno	No Comparable Class			No Comparable Class			Included in Cafeteria Plan			No Comparable Class		
County of Kern	No Comparable Class			No Comparable Class			$830.13	$286.95	Yes	$830.13	$286.95	Yes
County of Los Angeles	No Comparable Class			No Comparable Class			Included in Cafeteria Plan			Included in Cafeteria Plan		
County of Mendocino	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
County of Merced	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
County of Orange	No Comparable Class			No Comparable Class			Included in Cafeteria Plan			No Comparable Class		

TABLE 6-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT

Agency	Special Agent			Special Agent – in charge			Criminalist			State Park Ranger		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
County of Placer	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
County of Riverside	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
County of Sacramento	No Comparable Class			No Comparable Class			$826.90	$206.72	Yes	$826.90	$206.72	Yes
County of San Bernardino	No Comparable Class			No Comparable Class			$630.86	$270.36	Yes	No Comparable Class		
County of San Diego	No Comparable Class			No Comparable Class			$611	$251.42	Yes	No Comparable Class		
County of San Joaquin	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
County of San Luis Obispo	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
County of Santa Clara	No Comparable Class			No Comparable Class			$1224.75	$0	Yes	No Comparable Class		
County of Stanislaus	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
County of Sutter	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
County of Ventura	No Comparable Class			No Comparable Class			DNA	DNA	Yes	No Comparable Class		
Arizona	$955.50	$125	Yes	$955.50	$125	Yes	$955.50	$125	Yes	$955.50	$125	Yes
Florida	$715.92	$180	Yes	$715.92	$180	Yes	$715.92	$180	Yes	No Comparable Class		

TABLE 6-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT

Agency	Special Agent			Special Agent – in charge			Criminalist			State Park Ranger		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
Illinois	DNA			DNA			DNA			$1,239.08	$204	Yes
Nevada	$690.91	$152.17	Yes	$690.91	$152.17	Yes	No Comparable Class			$690.91	$152.17	Yes
New York	DNA			DNA			DNA			DNA		
Ohio	DNA			DNA			$724.73	$128.30	Yes	$724.73	$128.30	yes
Oregon	$923.47	$0	Yes	No Comparable Class			$923.47	$0	Yes	No Comparable Class		
Pennsylvania	DNA			DNA			DNA			$600 (For all)	$68.54	Yes
Texas	No Comparable Class			No Comparable Class			$704.52	$343.98	Yes	No Comparable Class		
Washington	DNA			DNA			$1019.00	$202.00	Yes	$1019.00	$202.00	yes
Federal Government (RUS)	$697.43	$395.00	Yes	$697.43	$395.00	Yes	$697.43	$395.00	Yes	$697.43	$395.00	Yes

TABLE 6-E (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT

Agency	Investigator			Supervising Investigator		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
DPA	**$978**	**$285.09**	**Yes**	**$1013**	**$266.95**	**Yes**
City of Anaheim	$954.37	$56.96	Yes	$954.37	$56.96	Yes
City of Bakersfield	$1109.98	$246.50	Yes	$1109.98	$246.50	Yes
City of Chula Vista	$918.83	$50	Yes	$918.83	$50	Yes
City of Fresno	$655.20	$163.80	Yes	$655.20	$163.80	Yes
City of Long Beach	Inc in Cafeteria	$55.86	Yes	Inc in Cafeteria	$55.86	Yes
City of Los Angeles	$774.34	$20.56	Yes	DNA		
City of Modesto	Inc In Medical		Yes	Inc. In Medical		Yes
City of Oakland	$1121	$0	Yes	$1121	$0	Yes
City of Redding	$950.40	$105.60	Yes	$950.40	$105.60	Yes
City of Riverside	Inc. in Cafeteria		Yes	Included in cafeteria plan		Yes
City of Roseville	Inc in Cafeteria	$151.33	Yes	Inc in Cafeteria	$151.33	Yes
City of Sacramento	Inc in Cafeteria	DNA	Yes	$880	DNA	Yes

TABLE 6-E (Other Law Enforcement) EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL MONTHLY EQUIVALENT						
Agency	**Investigator**			**Supervising Investigator**		
	Employer Cost	**Employee Cost**	**Prescription Included**	**Employer Cost**	**Employee Cost**	**Prescription Included**
City of San Diego	Inc in Cafeteria	Inc in Cafeteria	Yes	Inc in Cafeteria	Inc in Cafeteria	Yes
City of San Jose	DNA			DNA		
City of Santa Ana	$766.80	DNA	Yes	$766.80	DNA	Yes
City of Stockton	$890	$0	Yes	$890	$0	Yes
City/County of San Francisco	$860.14	$167.63	Yes	$860.14	$167.63	Yes
County of Alameda	DNA	DNA	DNA	DNA	DNA	DNA
County of Contra Costa	$975.30	$145.24	Yes	$975.30	$145.24	Yes
County of Fresno	Included in cafeteria plan	Included in cafeteria plan	Yes	Included in cafeteria plan	Included in cafeteria plan	Yes
County of Kern	$830.13	$264.57	Yes	$830.13	$264.57	Yes
County of Los Angeles	$938.25	$0	Yes	$938.25	$0	Yes
County of Mendocino	$965	$189.82	Yes	$965	$189.82	Yes
County of Merced	$1053.80	$464.21	Yes	$1053.80	$464.21	Yes
County of Orange	$620	Administered through union	Yes	$620	Administered through union	Yes

TABLE 6-E (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT

Agency	Investigator			Supervising Investigator		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
County of Placer	$1125.76	$133.20	Yes	$1125.76	$133.20	Yes
County of Riverside	Included in cafeteria plan	Included in cafeteria plan	Yes	Included in cafeteria plan	Included in cafeteria plan	Yes
County of Sacramento	$826.90	$206.72	Yes	$826.90	$206.72	Yes
County of San Bernardino	$872.19	$28.97	Yes	$872.19	$28.97	Yes
County of San Diego	Included in cafeteria plan	$209.42	Yes	Included in cafeteria plan	$209.42	Yes
County of San Joaquin	$1423.85	$355.96	Yes	Included in cafeteria plan	Included in cafeteria plan	Yes
County of San Luis Obispo	Included in Cafeteria Plan	$911.28 (Medical, Dental, and Vision)	Yes	Included in Cafeteria Plan	$911.28 (Medical, Dental, and Vision)	Yes
County of Santa Clara	$1224.75	$0		$1224.75	$0	
County of Stanislaus	$1135.38	$0	Yes	$1135.38	$0	Yes
County of Sutter	$887	$219	DNA	DNA	DNA	DNA
County of Ventura	Included in cafeteria plan	$82.55	Yes	Included in cafeteria plan	$82.55	Yes
Arizona	$955.50	$125	Yes	$955.50	$125	Yes
Florida	$715.92	$180.00	Yes	$715.92	$180.00	Yes

TABLE 6-E (Other Law Enforcement) EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL MONTHLY EQUIVALENT						
Agency	**Investigator**			**Supervising Investigator**		
	Employer Cost	**Employee Cost**	**Prescription Included**	**Employer Cost**	**Employee Cost**	**Prescription Included**
Illinois	$1239	DNA	Yes	$1239	DNA	Yes
Nevada	$691	DNA	DNA	$691	DNA	DNA
New York	$1053	DNA	DNA	$1053	DNA	DNA
Ohio	$724	DNA	DNA	$724	DNA	DNA
Oregon	$923.47	$0	Yes	$923.47	$0	Yes
Pennsylvania	$600	DNA	DNA	$600	DNA	DNA
Texas	$704.52	DNA	DNA	$704.52	DNA	DNA
Washington	$1019	DNA	DNA	$1019	DNA	DNA
Federal Government (RUS)	$697	DNA	DNA	$697	DNA	DNA

Table 7 - Employer & Employee Contributions to Dental

TABLE 7-A (Patrol)
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	**$78**	**$21**	**Included in Medical**	**Included in Medical**	**Included in Medical**	**Included in Medical**	**Included in Medical**	**Included in Medical**
City of Anaheim	$56.03	$0	$56.03	$0	$56.03	$0	No Comparable Class	
City of Bakersfield	$62.75	$0	$62.75	$0	$62.75	$0	No Comparable Class	
City of Chula Vista	$48	$0	$48	$0	Included in Medical	DNA	No Comparable Class	
City of Fresno	Included in Medical		Included in Medical		Included in Medical		No Comparable Class	
City of Long Beach	Inc in Cafeteria		Inc in Cafeteria		Inc in Cafeteria		No Comparable Class	
City of Los Angeles	$68.00	$0	$68.00	$0	$68.00	$0	No Comparable Class	
City of Modesto	Inc in Cafeteria		Inc in Cafeteria		Inc in Cafeteria		No Comparable Class	
City of Oakland	$96.64	$0	$96.64	$0	$96.64	$0	No Comparable Class	
City of Redding	Included in Medical		Included in Medical		Included in Medical		No Comparable Class	
City of Riverside	Inc in Cafeteria	$0	Inc in Cafeteria	$0	Inc in Cafeteria	$0	No Comparable Class	
City of Roseville	Inc in Cafeteria	$148.29	Inc in Cafeteria	$148.29	$148.00	$0.29	No Comparable Class	
City of Sacramento	Inc in Cafeteria	DNA	Inc in Cafeteria	DNA	Inc in Cafeteria	DNA	No Comparable Class	

TABLE 7-A (Patrol) EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL MONTHLY EQUIVALENT								
Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
City of San Diego	Inc in Cafeteria	Inc in Cafeteria	Inc in Cafeteria	Inc in Cafeteria	Inc in Cafeteria	Inc in Cafeteria	No Comparable Class	
City of San Jose	$100.71	$5.29	$100.71	$5.29	$100.71	$5.29	No Comparable Class	
City of Santa Ana	$80	DNA	$80	DNA	$100	DNA	No Comparable Class	
City of Stockton	Included in Medical		Included in Medical		Included in Medical		No Comparable Class	
City/County of San Francisco	$109.08	$0	$109.08	$0	$109.08	$0	No Comparable Class	
County of Alameda	$123.88	$0	$123.88	$0	$123.88	$0	No Comparable Class	
County of Contra Costa	$59.03	$0	$59.03	$0	$59.03	$0	No Comparable Class	
County of Fresno	Inc in Cafeteria		Inc in Cafeteria		Inc in Cafeteria		No Comparable Class	
County of Kern	$60.29	$19.80	$60.29	$19.80	$60.29	$19.80	No Comparable Class	
County of Los Angeles	$56.58	$0	$56.58	$0	$61.32	$0	No Comparable Class	
County of Mendocino	Included in Medical						No Comparable Class	
County of Merced	$92.78	$41.77	$92.78	$41.77	$92.78	$41.77	No Comparable Class	
County of Orange	$48.00	Administered through Deputy Sheriff's Association	$48.00	Administered through Deputy Sheriff's Association	$74.00	$0	No Comparable Class	

TABLE 7-A (Patrol) EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL MONTHLY EQUIVALENT								
Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
County of Placer	$50.36	$41.70	$50.36	$41.70	$50.36	$41.70	No Comparable Class	
County of Riverside	Inc in Cafeteria						No Comparable Class	
County of Sacramento	$95.34	$0	$95.34	$0	$95.34	$0	No Comparable Class	
County of San Bernardino	$0	$124.41	$0	$124.41	$0	$124.41	No Comparable Class	
County of San Diego	Inc in Cafeteria	$36.80	Inc in Cafeteria	$36.80	Inc in Cafeteria	$36.80	No Comparable Class	
County of San Joaquin	$47.30	$105.76	Inc in Cafeteria	N/A	Inc in Cafeteria	N/A	No Comparable Class	
County of San Luis Obispo	Inc in Cafeteria						No Comparable Class	
County of Santa Clara	$112.95	$0	$112.95	$0	$112.95	$0	No Comparable Class	
County of Stanislaus	$97.36	$0	$97.36	$0	$97.36	$0	No Comparable Class	
County of Sutter	$44.35	DNA	$44.35	DNA	$44.35	DNA	No Comparable Class	
County of Ventura	Inc in Cafeteria	$84.61	Inc in Cafeteria	$84.61	Inc in Cafeteria	$84.61	No Comparable Class	
Arizona	$51.75	$54.14	$51.75	$54.14	$51.75	$54.14	No Comparable Class	
Florida	N/A	N/A	N/A	N/A	N/A	N//A	N/A	N/A

TABLE 7-A (Patrol) EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL MONTHLY EQUIVALENT								
Agency	**Officer**		**Sergeant**		**Captain**		**Reg./Div. Chief**	
	Employer Cost	**Employee Cost**	**Employer Cost**	**Employee Cost**	**Employer Cost**	**Employee Cost**	**Employer Cost**	**Employee Cost**
Illinois	$67.00	DNA	$67.00	DNA	$67.00	DNA	$67.00	DNA
Nevada	Included in Medical							
New York	$67.00	DNA	$67.00	DNA	$67.00	DNA	$67.00	DNA
Ohio	Coverage after 1 yr of continuous employment (union)	Coverage after 1 yr of continuous employment (union)	Coverage after 1 yr of continuous employment (union)	Coverage after 1 yr of continuous employment (union)	Coverage after 1 yr of continuous employment (union)	Coverage after 1 yr of continuous employment (union)	Coverage after 1 yr of continuous employment (union)	Coverage after 1 yr of continuous employment (union)
Oregon	$121.89	$0	$121.89	$0	$121.89	$0	$121.89	$0
Pennsylvania	Included in Medical							
Texas	N/A	N/A	N/A	N/A	N/A	N/A	DNA	DNA
Washington	$102	$0	$102	$0	$102	$0	$102	$0
Federal Government (RUS)	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

TABLE 7-B (Corrections)
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL
MONTHLY EQUIVALENT

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	**$44.13**	**$41.80**	**Included in Medical**	**Included in Medical**	**Included in Medical**	**Included in Medical**
City/County of San Francisco	$109.08	$0	$109.08	$0	$109.08	$0
County of Alameda	$123.88	$0	$123.88	$0	$123.88	$0
County of Contra Costa	$59.03	$0	$59.03	$0	$59.03	$0
County of Fresno	Included in Cafeteria Plan		Included in Cafeteria Plan		Included in Cafeteria Plan	
County of Kern	$60.29	$19.80	$60.29	$19.80	$60.29	$19.80
County of Los Angeles	$56.58	$0	$56.58	$0	$61.32	$0
County of Mendocino	Included	Included	Included	Included	Included	Included
County of Merced	$92.78	$41.77	$92.78	$41.77	$92.78	$41.77
County of Orange	$48 to trust fund maintained by Union to cover dental, vision, life	Administered through Deputy Sheriff's Association	$48 to trust fund maintained by Union to cover dental, vision, life	Administered through Deputy Sheriff's Association	$74 to trust fund maintained by Union to cover dental, vision, life	Administered through Deputy Sheriff's Association
County of Placer	$50.36	$41.70	$50.36	$41.70	$50.36	$41.70
County of Riverside	Included in Cafeteria Plan		Included in Cafeteria Plan		Included in Cafeteria Plan	
County of Sacramento	$95.34	$0	$95.34	$0	$95.34	$0

TABLE 7-B (Corrections) EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL MONTHLY EQUIVALENT						
Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
County of San Bernardino	0	$124.41	0	$124.41	0	$124.41
County of San Diego	Included in cafeteria plan	$36.80	Included in cafeteria plan	$36.80	Included in cafeteria plan	$36.80
County of San Joaquin	$47.30	$105.75	$47.30	$105.75	Included in cafeteria plan	NA
County of San Luis Obispo	Included in cafeteria plan	DNA	Included in cafeteria plan	DNA	Included in cafeteria plan	NA
County of Santa Clara	$112.95	$0	$112.95	$0	$112.95	$0
County of Stanislaus	$97.36	$0	$97.36	$0	$97.36	$0
County of Sutter	$44.35	DNA	$44.35	DNA	$44.35	DNA
County of Ventura	Included in Cafeteria Plan	$84.61	Included in Cafeteria Plan	$84.61	Included in Cafeteria Plan	$84.61
Arizona	$51.75	$54.14	$51.75	$54.14	$51.75	$54.14
Florida	N/A		N/A		N/A	
Illinois	$67.00	DNA	$67.00	DNA	$67.00	DNA
Nevada	Included in health		Included in health		Included in health	
New York	DNA		DNA		DNA	

TABLE 7-B (Corrections) EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL MONTHLY EQUIVALENT						
Agency	**Correctional Officer**		**Correctional Sergeant**		**Correctional Captain**	
	Employer Cost	**Employee Cost**	**Employer Cost**	**Employee Cost**	**Employer Cost**	**Employee Cost**
Ohio	$67.00	DNA	$67.00	DNA	$67.00	DNA
Oregon	$121.89	$0	$121.89	$0	$121.89	$0
Pennsylvania	Included in medical		Included in medical		Included in medical	
Texas	N/A		N/A		N/A	
Washington	$102	$0	$102	$0	$102	$0
Federal Government (RUS)	DNA	DNA	No Comparable Class		DNA	DNA

TABLE 7-C (Corrections) EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL MONTHLY EQUIVALENT				
Agency	**Warden**		**Parole Agent**	
	Employer Cost	**Employee Cost**	**Employer Cost**	**Employee Cost**
DPA	**Incl. in Medical**		**$44.33**	**$41.80**
Arizona	$51.75	$54.14	$51.75	$54.14
Florida	N/A		N/A	
Illinois	$67.00	DNA	$67.00	DNA
Nevada	Incl. in Medical		Incl. in Medical	
New York	DNA		DNA	
Ohio	$67.00	DNA	$67.00	DNA
Oregon	$122.00	DNA	$122.00	$0
Pennsylvania	Incl. in Medical		Incl. in Medical	
Texas	N/A		N/A	
Washington	$102	$0	$102	$0
Federal Government -(RUS)	DNA		DNA	

TABLE 7-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL
MONTHLY EQUIVALENT

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	**Included in Medical**	**Included in Medical**	**Included in Medical**	**Included in Medical**	**Included in CoBen**	**Included in CoBen**	**Included in CoBen**	**Included in CoBen**
City of Anaheim	No Comparable Class		No Comparable Class		$56.03	$0	No Comparable Class	
City of Bakersfield	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Chula Vista	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Fresno	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Long Beach	No Comparable Class		No Comparable Class		Included in Cafeteria Plan		Included in Cafeteria Plan	
City of Los Angeles	No Comparable Class		No Comparable Class		$24.04	$37.14	No Comparable Class	
City of Modesto	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Oakland	No Comparable Class		No Comparable Class		$96.64	$0	$96.64	$0
City of Redding	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Riverside	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Roseville	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Sacramento	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

TABLE 7-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL
MONTHLY EQUIVALENT

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
City of San Diego	No Comparable Class		No Comparable Class		Included in Cafeteria Plan		No Comparable Class	
City of San Jose	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Santa Ana	No Comparable Class		No Comparable Class		No Comparable Class		$80	$21.90
City of Stockton	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City/County of San Francisco	No Comparable Class		No Comparable Class		$109.08	$0	$109.08	$0
County of Alameda	No Comparable Class		No Comparable Class		$123.88	$0	No Comparable Class	
County of Contra Costa	No Comparable Class		No Comparable Class		$59.03	$0	No Comparable Class	
County of Fresno	No Comparable Class		No Comparable Class		Included in Cafeteria Plan		No Comparable Class	
County of Kern	No Comparable Class		No Comparable Class		$60.29	Included	$60.29	Included
County of Los Angeles	No Comparable Class		No Comparable Class		$56.58	$0	$56.58	0
County of Mendocino	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Merced	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Orange	No Comparable Class		No Comparable Class		Included in Cafeteria Plan		No Comparable Class	

TABLE 7-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL
MONTHLY EQUIVALENT

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
County of Placer	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Riverside	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Sacramento	No Comparable Class		No Comparable Class		$95.34	0	$95.34	0
County of San Bernardino	No Comparable Class		No Comparable Class		$124.41	0	No Comparable Class	
County of San Diego	No Comparable Class		No Comparable Class		Included in cafeteria	$36.80	No Comparable Class	
County of San Joaquin	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of San Luis Obispo	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Santa Clara	No Comparable Class		No Comparable Class		$112.95	$0	No Comparable Class	
County of Stanislaus	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Sutter	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Ventura	No Comparable Class		No Comparable Class		DNA		No Comparable Class	
Arizona	$51.75	$54.14	$51.75	$54.14	$51.75	$54.14	$51.75	$54.14
Florida	N/A-Not offered		N/A-Not offered		N/A-Not offered		No Comparable Class	

TABLE 7-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL
MONTHLY EQUIVALENT

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
Illinois	DNA		$67.00	DNA	$67.00	DNA	67.32	17.50
Nevada	Included in Health		Included in Health		No Comparable Class		Included in Health	
New York	DNA		DNA		DNA		DNA	
Ohio	$67.00	DNA	$67.00	DNA	$67.00	DNA	$67.00	DNA
Oregon	$121.89	$0	$122.89	$0	$121.89	$0	No Comparable Class	
Pennsylvania	DNA		DNA		DNA		Included in Medical	
Texas	DNA		DNA		N/A		No Comparable Class	
Washington	$102	DNA	$102	DNA	$102	DNA	$102	DNA
Federal Government (RUS)	$0	DNA	$0	DNA	$0	DNA	$0	DNA

TABLE 7-E (Other Law Enforcement) EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL MONTHLY EQUIVALENT				
Agency	**Investigator**		**Supervising Investigator**	
	Employer Cost	**Employee Cost**	**Employer Cost**	**Employee Cost**
DPA	**Included in Medical**	**Included in Medical**	**Included in Medical**	**Included in Medical**
City of Anaheim	$56.03	$0	$56.03	$0
City of Bakersfield	$62.75	Included	$62.75	Included
City of Chula Vista	$48	$0	$48	$0
City of Fresno	Included in Medical		Included in Medical	
City of Long Beach	Included in Cafeteria		Included in Cafeteria	
City of Los Angeles	$68	$0	DNA	
City of Modesto	Included in Cafeteria		Included in Cafeteria	
City of Oakland	$96.64	$0	$96.64	$0
City of Redding	Included in Medical	Included in Medical	Included in Medical	Included in Medical
City of Riverside	N/A	$0	Included in Cafeteria	$0
City of Roseville	Included in cafeteria plan	$148.29	Included in cafeteria plan	$148.29
City of Sacramento	DNA	DNA	DNA	DNA
City of San Diego	Included in cafeteria plan		Included in cafeteria plan	

TABLE 7-E (Other Law Enforcement) EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL MONTHLY EQUIVALENT				
Agency	**Investigator**		**Supervising Investigator**	
	Employer Cost	**Employee Cost**	**Employer Cost**	**Employee Cost**
City of San Jose	DNA		DNA	
City of Santa Ana	$80	DNA	$80	DNA
City of Stockton	Included in Medical		Included in Medical	
City/County of San Francisco	$109.08	$0	$109.08	$0
County of Alameda	DNA	DNA	DNA	DNA
County of Contra Costa	$59.03	$0	$59.03	$0
County of Fresno	Included in cafeteria plan	Included in cafeteria plan	Included in cafeteria plan	Included in cafeteria plan
County of Kern	$60.29	$19.80	$60.29	$19.80
County of Los Angeles	$56.58	$0	$56.58	$0
County of Mendocino	Included in Medical	Included in Medical	Included in Medical	Included in Medical
County of Merced	$92.78	$41.77	$92.78	$41.77
County of Orange	$48	DNA	$48	DNA
County of Placer	$50.36	$41.70	$50.36	$41.70

TABLE 7-E (Other Law Enforcement) EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL MONTHLY EQUIVALENT				
Agency	**Investigator**		**Supervising Investigator**	
	Employer Cost	**Employee Cost**	**Employer Cost**	**Employee Cost**
County of Riverside	Included in cafeteria plan	Included in cafeteria plan	Included in cafeteria plan	Included in cafeteria plan
County of Sacramento	$95.34	$0	$95.34	$0
County of San Bernardino	$0	$124.41	$0	$124.41
County of San Diego	Included in cafeteria plan	$36.80	Included in cafeteria plan	$36.80
County of San Joaquin	$47.30	$105.75	Included in cafeteria plan	Included in cafeteria plan
County of San Luis Obispo	Included in cafeteria plan	Included in cafeteria plan	Included in cafeteria plan	Included in cafeteria plan
County of Santa Clara	$112.95	$0	$112.95	$0
County of Stanislaus	$97.36	$0	$97.36	$0
County of Sutter	$44.35	DNA	DNA	DNA
County of Ventura	Included in cafeteria plan	$84.61	Included in cafeteria plan	$84.61
Arizona	$51.75	$54.14	$51.75	$54.14
Florida	N/A		N/A	
Illinois	$67.32	DNA	$67.32	DNA

TABLE 7-E (Other Law Enforcement) EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL MONTHLY EQUIVALENT				
Agency	**Investigator**		**Supervising Investigator**	
	Employer Cost	**Employee Cost**	**Employer Cost**	**Employee Cost**
Nevada	DNA		DNA	
New York	DNA	DNA	DNA	DNA
Ohio	$67	DNA	$67	DNA
Oregon	$121.89	$0	$121.89	$0
Pennsylvania	Included in Medical		Included in Medical	
Texas	N/A		N/A	
Washington	$102	DNA	$102	DNA
Federal Government (RUS)	DNA	DNA	DNA	DNA

Table 8 - Employer & Employee Contributions to Vision

TABLE 8-A (Patrol)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	**$9**	**$0**	**Included in Medical**	**Included in Medical**	**Included in Medical**	**Included in Medical**	**Included in Medical**	**Included in Medical**
City of Anaheim	Included in Medical		Included in Medical		Included in Medical		No Comparable Class	
City of Bakersfield	Included in Medical		Included in Medical		Included in Medical		No Comparable Class	
City of Chula Vista	$0	$23	$0	$23	$0	$23	No Comparable Class	
City of Fresno	Included in Medical		Included in Medical		Included in Medical		No Comparable Class	
City of Long Beach	Included in Medical		Included in Medical		Included in Medical		No Comparable Class	
City of Los Angeles	Included in Medical		Included in Medical		Included in Medical		No Comparable Class	
City of Modesto	Included in Cafeteria		Included in Cafeteria		Included in Cafeteria		No Comparable Class	
City of Oakland	$22.50	$0	$22.50	$0	$22.50	$0	No Comparable Class	
City of Redding	$14.62	$1.62	$14.62	$1.62	$14.62	$1.62	No Comparable Class	
City of Riverside	N/A		N/A		N/A		No Comparable Class	
City of Roseville	Inc in Cafeteria	$19.98	Inc in Cafeteria	$19.98	$20.00	$0.00	No Comparable Class	
City of Sacramento	Inc in Cafeteria	DNA	Inc in Cafeteria	DNA	Inc in Cafeteria	DNA	No Comparable Class	

TABLE 8-A (Patrol)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
City of San Diego	Inc in Cafeteria		Inc in Cafeteria		Inc in Cafeteria		No Comparable Class	
City of San Jose	N/A		N/A		N/A		No Comparable Class	
City of Santa Ana	$0	$22.75	$0	$22.75	$0	$22.75	No Comparable Class	
City of Stockton	Included in Medical		Included in Medical		Included in Medical		No Comparable Class	
City/County of San Francisco	Included in Medical		Included in Medical		Included in Medical		Included in Medical	Included in Medical
County of Alameda	N/A		N/A		N/A		No Comparable Class	
County of Contra Costa	N/A		N/A		N/A		No Comparable Class	
County of Fresno	N/A		N/A		N/A		No Comparable Class	
County of Kern	$10.89	$2.57	$10.89	$2.57	$10.89	$2.57	No Comparable Class	
County of Los Angeles	Included in Medical		Included in Medical		Included in Medical		No Comparable Class	
County of Mendocino	Included in Medical		Included in Medical		Included in Medical		No Comparable Class	
County of Merced	$16.97	$7.37	$16.97	$7.37	$16.97	$7.37	No Comparable Class	
County of Orange	DNA		DNA		DNA		No Comparable Class	

TABLE 8-A (Patrol) EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION MONTHLY EQUIVALENT								
Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
County of Placer	$9.20	$25.36	$9.20	$25.36	$9.20	$25.36	No Comparable Class	
County of Riverside	Inc in Cafeteria		Inc in Cafeteria		Inc in Cafeteria		No Comparable Class	
County of Sacramento	N/A		N/A		N/A		No Comparable Class	
County of San Bernardino	DNA		DNA		DNA		No Comparable Class	
County of San Diego	Inc in Cafeteria	$31.02	Inc in Cafeteria	$31.02	Inc in Cafeteria	$31.02	No Comparable Class	
County of San Joaquin	$5.89	$15.25	Inc in Cafeteria	N/A	Inc in Cafeteria	N/A	No Comparable Class	
County of San Luis Obispo	Inc in Cafeteria		Inc in Cafeteria		Inc in Cafeteria		No Comparable Class	
County of Santa Clara	$11.22	$0	$11.22	$0	$11.22	$0	No Comparable Class	
County of Stanislaus	$27.62	$0	$27.62	$0	$27.62	$0	No Comparable Class	
County of Sutter	$15.46	$0	$15.46	$0	DNA	$0	No Comparable Class	
County of Ventura	Inc in Cafeteria	$10.36	Inc in Cafeteria	$10.36	Inc in Cafeteria	$10.36	No Comparable Class	
Arizona	$0	$17.18	$0	$17.18	$0	$17.18	No Comparable Class	
Florida	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

TABLE 8-A (Patrol)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
Illinois	$0	$0	$0	$0	$0	$0	DNA	DNA
Nevada	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical
New York	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
Ohio	$19.00	DNA	$19.00	DNA	$19.00	DNA	$19.00	DNA
Oregon	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical
Pennsylvania	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical
Texas	N/A	N/A	N/A	N/A	N/A	N/A	DNA	DNA
Washington	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical
Federal Government (RUS)	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

TABLE 8-B (Corrections) EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION MONTHLY EQUIVALENT						
Agency	**Correctional Officer**		**Correctional Sergeant**		**Correctional Captain**	
	Employer Cost	**Employee Cost**	**Employer Cost**	**Employee Cost**	**Employer Cost**	**Employee Cost**
DPA	**$8.10**	**$0.0**	**Included in Medical**	**$0.0**	**Included in Medical**	**$0.0**
City/County of San Francisco	Included in medical		Included in medical		Included in medical	
County of Alameda	N/A		N/A		N/A	
County of Contra Costa	N/A		N/A		N/A	
County of Fresno	N/A		N/A		N/A	
County of Kern	$10.89	$2.57	$10.89	$2.57	$10.89	$2.57
County of Los Angeles	Included in Cafeteria Plan		Included in Cafeteria Plan		Included in Cafeteria Plan	
County of Mendocino	Included in cafeteria plan		Included in cafeteria plan		Included in cafeteria plan	
County of Merced	$16.97	$7.37	$16.97	$7.37	$16.97	$7.37
County of Orange	DNA		DNA		DNA	
County of Placer	$9.20	$25.36	$9.20	$25.36	$9.20	$25.36
County of Riverside	Included in cafeteria plan	$0	Included in cafeteria plan	$0	Included in cafeteria plan	$0
County of Sacramento	N/A		N/A		N/A	
County of San Bernardino	DNA		DNA		DNA	$0

TABLE 8-B (Corrections) EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION MONTHLY EQUIVALENT						
Agency	**Correctional Officer**		**Correctional Sergeant**		**Correctional Captain**	
	Employer Cost	**Employee Cost**	**Employer Cost**	**Employee Cost**	**Employer Cost**	**Employee Cost**
County of San Diego	Included in cafeteria plan	$31.02	Included in cafeteria plan	$31.02	Included in cafeteria plan	$31.02
County of San Joaquin	$5.90	$15.25	$5.90	$15.25	Included in cafeteria plan	Included in cafeteria plan
County of San Luis Obispo	Included in cafeteria plan	DNA	Included in cafeteria plan	DNA	Included in cafeteria plan	Included in cafeteria
County of Santa Clara	$11.22	$0	$11.22	$0	$11.22	DNA
County of Stanislaus	$27.62	$0	$27.62	$0	$27.62	$0
County of Sutter	$15.46	$0	$15.46	$0	$15.46	$0
County of Ventura	Included in cafeteria plan	$10.36	Included in cafeteria plan	$10.36	Included in cafeteria plan	$10.36
Arizona	$0	$17.18	$0	$17.18	$0	$17.18
Florida	N/A		N/A		N/A	
Illinois	DNA		DNA		DNA	
Nevada	Included in health		Included in health		Included in health	
New York	DNA		DNA		DNA	
Ohio	$19.00	DNA	$19.00	DNA	$19.00	DNA

TABLE 8-B (Corrections) EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION MONTHLY EQUIVALENT						
Agency	**Correctional Officer**		**Correctional Sergeant**		**Correctional Captain**	
	Employer Cost	**Employee Cost**	**Employer Cost**	**Employee Cost**	**Employer Cost**	**Employee Cost**
Oregon	Included in medical		Included in medical		Included in medical	
Pennsylvania	Included in medical		Included in medical		Included in medical	
Texas	N/A		N/A		N/A	
Washington	Included in medical		Included in medical		Included in medical	
Federal Government (RUS)	DNA	$16.21	No Comparable Class		DNA	$16.21

TABLE 8-C (Corrections)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT

Agency	Warden		Parole Agent	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	**Incl. in Medical**		**$8.10**	**$0**
Arizona	$0	$17.18	$0	$17.18
Florida	N/A		N/A	
Illinois	DNA		DNA	
Nevada	Incl. in Medical		Incl. in Medical	
New York	DNA		DNA	
Ohio	$19.00	DNA	$19.00	DNA
Oregon	DNA		Incl. in Medical	
Pennsylvania	Incl. in Medical		Incl. in Medical	
Texas	N/A		N/A	
Washington	Incl. in Medical		Incl. in Medical	
Federal Government -(RUS)	N/A	$16.21	N/A	$16.21

TABLE 8-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	**Included in Medical**	**Included in Medical**	**Included in Medical**	**Included in Medical**	**Included in CoBen**	**Included in CoBen**	**Included in CoBen**	**Included in CoBen**
City of Anaheim	No Comparable Class		No Comparable Class		Included in Medical		No Comparable Class	
City of Bakersfield	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Chula Vista	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Fresno	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Long Beach	No Comparable Class		No Comparable Class		Included in Cafeteria Plan		Included in Cafeteria Plan	
City of Los Angeles	No Comparable Class		No Comparable Class		DNA		No Comparable Class	
City of Modesto	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Oakland	No Comparable Class		No Comparable Class		$22.50	$0	$22.50	$0
City of Redding	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Riverside	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Roseville	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Sacramento	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

TABLE 8-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
City of San Diego	No Comparable Class		No Comparable Class		Included in Cafeteria Plan		No Comparable Class	
City of San Jose	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Santa Ana	No Comparable Class		No Comparable Class		No Comparable Class		DNA	
City of Stockton	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City/County of San Francisco	No Comparable Class		No Comparable Class		Included in health plan		Included in health plan	
County of Alameda	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of Contra Costa	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of Fresno	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of Kern	No Comparable Class		No Comparable Class		$10.89	Included	$10.89	Included
County of Los Angeles	No Comparable Class		No Comparable Class		$0	Included	$0	included
County of Mendocino	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Merced	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Orange	No Comparable Class		No Comparable Class		Included in Cafeteria Plan		No Comparable Class	

TABLE 8-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
County of Placer	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Riverside	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Sacramento	No Comparable Class		No Comparable Class		N/A		N/A	
County of San Bernardino	No Comparable Class		No Comparable Class		$0	DNA	No Comparable Class	
County of San Diego	No Comparable Class		No Comparable Class		Included in Cafeteria Plan	$31.02	No Comparable Class	
County of San Joaquin	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of San Luis Obispo	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Santa Clara	No Comparable Class		No Comparable Class		$11.23	$0	No Comparable Class	
County of Stanislaus	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Sutter	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Ventura	No Comparable Class		No Comparable Class		DNA	DNA	No Comparable Class	
Arizona	$0	$17.18	$0	$17.18	$0	$17.18	$0	$17.18
Florida	N/A-Not offered		N/A-Not offered		N/A-Not offered		No Comparable Class	

TABLE 8-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
Illinois	DNA		DNA		DNA		Included in health cost	
Nevada	Included in Health Plan		Included in Health Plan		No Comparable Class		Included in Health Plan	
New York	DNA		DNA		DNA		DNA	
Ohio	$19.00	DNA	$19.00	DNA	$19.00	DNA	$19.00	DNA
Oregon	Included in Medical		No Comparable Class		Included in Medical		No Comparable Class	
Pennsylvania	DNA		DNA		DNA		Included in Medical	
Texas	DNA	DNA	DNA	DNA	N/A		No Comparable Class	
Washington	DNA		DNA		N/A		N/A	
Federal Government (RUS)	$0	$16.21	$0	$16.21	$0	$16.21	$0	$16.21

TABLE 8-E (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT

Agency	Investigator		Supervising Investigator	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	**Included in medical plan**	**Included in medical plan**	**Included in medical plan**	**Included in medical plan**
City of Anaheim	Included in medical plan		Included in medical plan	
City of Bakersfield	Included in medical plan		Included in medical plan	
City of Chula Vista	$0	$23	$0	$23
City of Fresno	Included in medical plan		Included in medical plan	
City of Long Beach	Included in POS & PPO Plans		Included in POS & PPO Plans	
City of Los Angeles	Included in medical plan		DNA	
City of Modesto	Included in Cafeteria Plan		Included in Cafeteria Plan	
City of Oakland	$22.50	$0	$22.50	$0
City of Redding	$14.62	$1.62	$14.62	$1.62
City of Riverside	N/A		N/A	
City of Roseville	Included in Cafeteria Plan	$19.98	Included in Cafeteria Plan	$19.98
City of Sacramento	Included in Cafeteria Plan	DNA	Included in Cafeteria Plan	DNA
City of San Diego	Included in Cafeteria Plan		Included in Cafeteria Plan	

TABLE 8-E (Other Law Enforcement) EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION MONTHLY EQUIVALENT				
Agency	Investigator		Supervising Investigator	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost
City of San Jose	DNA		DNA	
City of Santa Ana	$0	$22.75	$0	$22.75
City of Stockton	Included in Medical		Included in Medical	
City/County of San Francisco	Included in medical plan		Included in medical plan	
County of Alameda	DNA		DNA	
County of Contra Costa	DNA	N/A	N/A	
County of Fresno	N/A	DNA	N/A	DNA
County of Kern	$10.89	$2.57	$10.89	$2.57
County of Los Angeles	Included in Cafeteria		Included in Cafeteria	
County of Mendocino	Included in medical plan		Included in medical plan	
County of Merced	$16.97	$7.37	$16.97	$7.37
County of Orange	Through Union		Through Union	
County of Placer	$9.20	$25.36	$9.20	$25.36

TABLE 8-E (Other Law Enforcement) EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION MONTHLY EQUIVALENT				
Agency	**Investigator**		**Supervising Investigator**	
	Employer Cost	**Employee Cost**	**Employer Cost**	**Employee Cost**
County of Riverside	Included in Flex Benefit Plan		Included in Flex Benefit Plan	
County of Sacramento	N/A		N/A	
County of San Bernardino	DNA	DNA	DNA	DNA
County of San Diego	Included in Cafeteria	$31.02	Included in Cafeteria	$31.02
County of San Joaquin	$5.90	$15.25	Included in Cafeteria	Included in Cafeteria
County of San Luis Obispo	Included in Cafeteria		Included in Cafeteria	
County of Santa Clara	$11.22	DNA	$11.22	DNA
County of Stanislaus	$27.62	$0	$27.62	$0
County of Sutter	$15.46	$0	DNA	DNA
County of Ventura	Included in Cafeteria	$10.36	Included in Cafeteria	$10.36
Arizona	$0	$17.18	$0	$17.18
Florida	N/A		N/A	
Illinois	DNA		DNA	

TABLE 8-E (Other Law Enforcement) EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION MONTHLY EQUIVALENT				
Agency	**Investigator**		**Supervising Investigator**	
	Employer Cost	**Employee Cost**	**Employer Cost**	**Employee Cost**
Nevada	DNA		DNA	
New York	DNA		DNA	
Ohio	$19.00	DNA	$19.00	DNA
Oregon	Included in Medical		Included in Medical	
Pennsylvania	Included In Medical		Included in Medical	
Texas	N/A		N/A	
Washington	DNA		No Comparable Class	
Federal Government (RUS)	DNA	$16.21	DNA	$16.21

Table 9 - Retiree Medical Practices

TABLE 9-A (Patrol)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
DPA	**Retiree Only**	**$429**	**Retiree Only**	**$429**	**Retiree Only**	**$429**	**Retiree Only**	**$429**
	Retiree/ Spouse	**$823**	**Retiree/ Spouse**	**$823**	**Retiree/ Spouse**	**$823**	**Retiree/ Spouse**	**$823**
	Retiree/ Family	**$1,042**	**Retiree/ Family**	**$1,042**	**Retiree/ Family**	**$1,042**	**Retiree/ Family**	**$1,042**
City of Anaheim	N/A		N/A		N/A		No Comparable Class	
City of Bakersfield	City will match up to 1% of employee's contribution towards a Health Savings Account beginning 6th year of employment		City will match up to 1% of employee's contribution towards a Health Savings Account beginning 6th year of employment		N/A		No Comparable Class	
City of Chula Vista	N/A		N/A		N/A		No Comparable Class	
City of Fresno	N/A		N/A		N/A		No Comparable Class	
City of Long Beach	N/A		N/A		N/A		No Comparable Class	
City of Los Angeles	Retiree Only	$300	Retiree Only	$300	Retiree Only	$300	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			
City of Modesto	Retiree Only	$360.84	Retiree Only	$360.84	Retiree Only	$360.84	No Comparable Class	
	Retiree/ Spouse	N/A	Retiree/Spouse	N/A	Retiree/ Spouse	N/A		
	Retiree/ Family	$710.06	Retiree/ Family	$710.06	Retiree/ Family	$710.06		
City of Oakland	Retiree Only	City pays $64.60 per month and will reimburse up to $425.42 per month	Retiree Only	City pays $64.60 per month and will reimburse up to $424.42 per month	Retiree Only	City pays $64.60 per month and will reimburse up to $424.42 per month	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			

TABLE 9-A (Patrol)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
City of Redding	DNA		DNA		DNA		No Comparable Class	
City of Riverside	Retiree Only	$150	Retiree Only	$150	Retiree Only	$150	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			
City of Roseville	Retiree Only	$969.71	Retiree Only	$969.71	Retiree Only	$1,000	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			
City of Sacramento	Retiree Only	$300	Retiree Only	$300	Retiree Only	$275	No Comparable Class	
	Retiree/ Spouse	$365	Retiree/ Spouse	$365	Retiree/ Spouse	$325		
	Retiree/ Family	$365	Retiree/ Family	$365	Retiree/ Family	$325		
City of San Diego	N/A		N/A		N/A		No Comparable Class	
City of San Jose	Retiree Only	$435.74	Retiree Only	$435.74	Retiree Only	$435.74	No Comparable Class	
	Retiree/ Spouse	$1,084.98	Retiree/ Spouse	$1,084.98	Retiree/ Spouse	$1,084.898		
	Retiree/ Family	$1,084.98	Retiree/ Family	$1,084.98	Retiree/ Family	$1,084.98		
City of Santa Ana	Retiree Only	0.05% of base salary contributed toward a retirement subsidy	Retiree Only	0.05% of base salary contributed toward a retirement subsidy	Retiree Only	0.05% of base salary contributed toward a retirement subsidy	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			

TABLE 9-A (Patrol)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
City of Stockton	Retiree Only	N/A	Retiree Only	N/A	Retiree Only	DNA	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			
City/County of San Francisco	Retiree Only	$737.45	Retiree Only	$737.45	Retiree Only	$737.45	No Comparable Class	
	Retiree/ Spouse	$917.59	Retiree/ Spouse	$917.59	Retiree/ Spouse	$917.59		
	Retiree/ Family	$917.59	Retiree/ Family	$917.59	Retiree/ Family	$917.59		
County of Alameda	Retiree Only	$454.74	Retiree Only	$454.74	Retiree Only	$454.74	No Comparable Class	
	Retiree/ Spouse	N/A	Retiree/ Spouse	N/A	Retiree/ Spouse	N/A		
	Retiree/ Family		Retiree/ Family		Retiree/ Family			
County of Contra Costa	Retiree Only	$378.84	Retiree Only	$378.84	Retiree Only	$378.84	No Comparable Class	
	Retiree/ Spouse	$1024.91	Retiree/ Spouse	$1024.91	Retiree/ Spouse	$1024.91		
	Retiree/ Family	$1024.91	Retiree/ Family	$1024.91	Retiree/ Family	$1024.91		
County of Fresno	Retiree Only	$160.00	Retiree Only	$160.00	Retiree Only	$160.00	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			
County of Kern	Retiree Only	$469.22	Retiree Only	$469.22	Retiree Only	$469.22	No Comparable Class	
	Retiree/ Spouse	N/A	Retiree/ Spouse	N/A	Retiree/ Spouse	N/A		
	Retiree/ Family	N/A	Retiree/ Family	N/A	Retiree/ Family	N/A		

TABLE 9-A (Patrol)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
County of Los Angeles	Retiree Only	$782.78	Retiree Only	$782.78	Retiree Only	$782.78	No Comparable Class	
	Retiree/ Spouse	$1412.40	Retiree/ Spouse	$1412.40	Retiree/ Spouse	$1412.40		
	Retiree/ Family	$1666.30	Retiree/ Family	$1666.30	Retiree Family	$1666.30		
County of Mendocino	DNA		DNA		DNA		No Comparable Class	
County of Merced	Retiree Only	$326.35	Retiree Only	$326.35	Retiree Only	$326.35	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			
County of Orange	Retiree Only	$416.75	Retiree Only	$416.75	Retiree Only	$416.75	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family	N/A	Retiree/ Family	N/A	Retiree/ Family	N/A		
County of Placer	Retiree Only	$426.24	Retiree Only	$426.24	Retiree Only	$426.24	No Comparable Class	
	Retiree/ Spouse	$864.08	Retiree/ Spouse	$864.08	Retiree/ Spouse	$864.08		
	Retiree/ Family	$1,125.76	Retiree/ Family	$1,125.76	Retiree/ Family	$1,125.76		
County of Riverside	Retiree Only	$25	Retiree Only	$128	Retiree Only	$128	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			
County of Sacramento	Retiree Only	$244	Retiree Only	$244	Retiree Only	$244	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			

TABLE 9-A (Patrol)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
County of San Bernardino	N/A		N/A		N/A		No Comparable Class	
County of San Diego	N/A		N/A		N/A		No Comparable Class	
County of San Joaquin	N/A		N/A		N/A		No Comparable Class	
County of San Luis Obispo	DNA		DNA		DNA		No Comparable Class	
County of Santa Clara	Retiree Only Retiree/ Spouse Retiree/ Family	$422.33	Retiree Only Retiree/ Spouse Retiree/ Family	$422.33	Retiree Only Retiree/ Spouse Retiree/ Family	$422.33	No Comparable Class	
County of Stanislaus	Retiree Only Retiree/ Spouse Retiree/ Family	$370	Retiree Only Retiree/ Spouse Retiree/ Family	$370	Retiree Only Retiree/ Spouse Retiree/ Family	$370	No Comparable Class	
County of Sutter	Retiree Only Retiree/ Spouse Retiree/ Family	$216	Retiree Only Retiree/ Spouse Retiree/ Family	$216	Retiree Only Retiree/ Spouse Retiree/ Family	$216	No Comparable Class	
County of Ventura	Retiree Only Retiree/ Spouse Retiree/ Family	County contributes 1% of salary	Retiree Only Retiree/ Spouse Retiree/ Family	County contributes 1% of salary	Retiree Only Retiree/ Spouse Retiree/ Family	N/A	No Comparable Class	
Arizona	N/A		N/A		N/A		No Comparable Class	

TABLE 9-A (Patrol)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
Florida	N/A		N/A		DNA		DNA	
Illinois	Retiree Only	$651.40	DNA		DNA		DNA	
	Retiree/ Spouse	$1,336.74						
	Retiree/ Family	$1,497.08						
Nevada	Retiree Only	$357.37	Retiree Only	$357.37	Retiree Only	$357.37	Retiree Only	$357.37
	Retiree/ Spouse	$779.72	Retiree/ Spouse	$779.72	Retiree/ Spouse	$779.72	Retiree/ Spouse	$779.72
	Retiree/ Family	$592.31	Retiree/ Family	$592.31	Retiree/ Family	$592.31	Retiree/ Family	$592.31
New York	DNA		DNA		DNA		DNA	
Ohio	DNA		DNA		DNA		DNA	
Oregon	NA		N/A		N/A		N/A	
Pennsylvania	Retiree Only	$480	Retiree Only	$480	Retiree Only	$480	Retiree Only	DNA
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse	
	Retiree/ Family		Retiree/ Family		Retiree/ Family		Retiree/ Family	

TABLE 9-A (Patrol) RETIREE HEALTH COVERAGE PRACTICES MONTHLY EQUIVALENT								
Agency	**Officer**		**Sergeant**		**Captain**		**Reg./Div. Chief**	
	Type	**Employer Cost**	**Type**	**Employer Cost**	**Type**	**Employer Cost**	**Type**	**Employer Cost**
Texas	Retiree Only	$360.54	Retiree Only	$360.54	Retiree Only	$360.54	Retiree Only	DNA
	Retiree/ Spouse	$566.57	Retiree/ Spouse	$566.57	Retiree/ Spouse	$566.57	Retiree/ Spouse	
	Retiree/ Family	$704.52	Retiree/ Family	$704.52	Retiree/ Family	$704.52	Retiree/ Family	
Washington	N/A		N/A		N/A		N/A	
Federal Government (RUS)	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

TABLE 9-B (Corrections)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
DPA	**Retiree Only**	**$439**	**Retiree Only**	**$439**	**Retiree Only**	**$439**
	Retiree/Spouse	**$823**	**Retiree/Spouse**	**$823**	**Retiree/Spouse**	**$823**
	Retiree/Family	**$1,042**	**Retiree/Family**	**$1,042**	**Retiree/Family**	**$1,042**
City/County of San Francisco	Retiree Only	$737.45	Retiree Only	$737.45	Retiree Only	$737.45
	Retiree/Spouse	$917.59	Retiree/Spouse	$917.59	Retiree/Spouse	$917.59
	Retiree/Family	$917.59	Retiree/Family	$917.59	Retiree/Family	$917.59
County of Alameda	Retiree Only	$454.74	Retiree Only	$454.74	Retiree Only	$454.74
	Retiree/Spouse	N/A	Retiree/Spouse	N/A	Retiree/Spouse	N/A
	Retiree/Family		Retiree/Family		Retiree/Family	
County of Contra Costa	Retiree Only	$378.84	Retiree Only	$378.84	Retiree Only	$378.84
	Retiree/Spouse	$1,024.91	Retiree/Spouse	$1,024.91	Retiree/Spouse	$1,024.91
	Retiree/Family		Retiree/Family		Retiree/Family	
County of Fresno	Retiree Only	$160.00	Retiree Only	$160.00	Retiree Only	$160.00
	Retiree/Spouse		Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family		Retiree/Family	
County of Kern	Retiree Only	$469.22	Retiree Only	$469.22	Retiree Only	$469.22
	Retiree/Spouse	N/A	Retiree/Spouse	N/A	Retiree/Spouse	N/A
	Retiree/Family	N/A	Retiree/Family	N/A	Retiree/Family	N/A
County of Los Angeles	Retiree Only	$782.78	Retiree Only	$782.78	Retiree Only	$782.78
	Retiree/Spouse	$1412.40	Retiree/Spouse	$1412.40	Retiree/Spouse	$1412.40
	Retiree/Family	$1666.30	Retiree/Family	$1666.30	Retiree/Family	$1666.30
County of Mendocino	DNA		DNA		DNA	
County of Merced	Retiree Only	$326.35	Retiree Only	$326.35	Retiree Only	$326.35
	Retiree/Spouse		Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family		Retiree/Family	

TABLE 9-B (Corrections)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
County of Orange	Retiree Only	$416.75	Retiree Only	$416.75	Retiree Only	$416.75
	Retiree/Spouse		Retiree/Spouse		Retiree/Spouse	
	Retiree/Family	N/A	Retiree/Family	N/A	Retiree/Family	N/A
County of Placer	Retiree Only	$457.70	Retiree Only	$457.70	Retiree Only	$426.24
	Retiree/Spouse	$915.38	Retiree/Spouse	$915.38	Retiree/Spouse	$864.08
	Retiree/Family	$1190.00	Retiree/Family	$1190.00	Retiree/Family	$1125.76
County of Riverside	Retiree Only	$25	Retiree Only	$128	Retiree Only	$128
	Retiree/Spouse		Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family		Retiree/Family	
County of Sacramento	Retiree Only	$244	Retiree Only	$244	Retiree Only	$244
	Retiree/Spouse		Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family		Retiree/Family	
County of San Bernardino	N/A		N/A		N/A	
County of San Diego	N/A		N/A		N/A	
County of San Joaquin	N/A		N/A		N/A	
County of San Luis Obispo	N/A		N/A		N/A	
County of Santa Clara	Retiree Only	$422.33	Retiree Only	$422.33	Retiree Only	$422.33
	Retiree/Spouse		Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family		Retiree/Family	
County of Stanislaus	Retiree Only	$370	Retiree Only	$370	Retiree Only	$370
	Retiree/Spouse		Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family		Retiree/Family	

TABLE 9-B (Corrections)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
County of Sutter	Retiree Only	$216.00	Retiree Only	$216.00	Retiree Only	$216.00
	Retiree/Spouse		Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family		Retiree/Family	
County of Ventura	N/A		N/A		N/A	
Arizona	N/A		N/A		N/A	
Florida	N/A		N/A		N/A	
Illinois	DNA		DNA		DNA	
Nevada	Retiree Only	$357.37	Retiree Only	$357.37	Retiree Only	$357.37
	Retiree/Spouse	$779.72	Retiree/Spouse	$779.72	Retiree/Spouse	$779.72
	Retiree/Family	$592.31	Retiree/Family	$592.31	Retiree/Family	$592.31
New York	DNA		DNA		DNA	
Ohio	DNA		DNA		DNA	
Oregon	N/A		N/A		N/A	
Pennsylvania	Retiree Only	$480.00	Retiree Only	$480.00	Retiree Only	$480.00
	Retiree/Spouse		Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family		Retiree/Family	

TABLE 9-B (Corrections)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
Texas	Retiree Only	$360.54	Retiree Only	$360.54	Retiree Only	$360.54
	Retiree/Spouse	$566.57	Retiree/Spouse	$566.57	Retiree/Spouse	$566.57
	Retiree/Family	$704.52	Retiree/Family	$704.52	Retiree/Family	$704.52
Washington	N/A		N/A		N/A	
Federal Government (RUS)	Retiree Only	$697.43	No Comparable Class		Retiree Only	$697.43
	Retiree/Spouse				Retiree/Spouse	
	Retiree/Family				Retiree/Family	

TABLE 9-C (Corrections)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT

Agency	Warden		Parole Agent	
	Type	Employer Cost	Type	Employer Cost
DPA	**Retiree Only**	**$439**	**Retiree Only**	**$439**
	Retiree/Spouse	**$823**	**Retiree/Spouse**	**$823**
	Retiree/Family	**$1,042**	**Retiree/Family**	**$1,042**
Arizona	N/A		N/A	
Florida	N/A		N/A	
Illinois	DNA		DNA	
Nevada	Retiree Only	$357.37	Retiree Only	$357.37
	Retiree/Spouse	$779.72	Retiree/Spouse	$779.72
	Retiree/Family	$592.31	Retiree/Family	$592.31
New York	DNA		DNA	
Ohio	DNA		DNA	
Oregon	DNA		N/A	
Pennsylvania	Retiree Only	$480	Retiree Only	$480
	Retiree/Spouse	$480	Retiree/Spouse	$480
	Retiree/Family	$480	Retiree/Family	$480
Texas	Retiree Only	$360.54	Retiree Only	$360.54
	Retiree/Spouse	$566.57	Retiree/Spouse	$566.57
	Retiree/Family	$704.52	Retiree/Family	$704.52

TABLE 9-C (Corrections) RETIREE HEALTH COVERAGE PRACTICES MONTHLY EQUIVALENT				
Agency	**Warden**		**Parole Agent**	
	Type	**Employer Cost**	**Type**	**Employer Cost**
Washington	N/A		N/A	
Federal Government -(RUS)	Retiree Only	$697.43	Retiree Only	$697.43
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	

TABLE 9-D (Other Law Enforcement)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY AMOUNT

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
DPA	**Retiree Only**	**$439**	**Retiree Only**	**$439**	**Retiree Only**	**$439**	**Retiree Only**	**$439**
	Retiree/ Spouse	**$823**	**Retiree/ Spouse**	**$823**	**Retiree/ Spouse**	**$823**	**Retiree/ Spouse**	**$823**
	Retiree/ Family	**$1042**	**Retiree/ Family**	**$1042**	**Retiree/ Family**	**$1042**	**Retiree/ Family**	**$1042**
City of Anaheim	No Comparable Class		No Comparable Class		One time $3000 lump sum into employee's individual retirement Health Savings Account		No Comparable Class	
City of Bakersfield	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Chula Vista	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Fresno	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Long Beach	No Comparable Class		No Comparable Class		N/A		N/A	
City of Los Angeles	No Comparable Class		No Comparable Class		Retiree Only	$1276.97	No Comparable Class	
					Retiree/ Spouse	DNA		
					Retiree/ Family			
City of Modesto	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

TABLE 9-D (Other Law Enforcement)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY AMOUNT

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
City of Oakland	No Comparable Class		No Comparable Class		Retiree Only Retiree/ Spouse Retiree/ Family	City pays $64.60 per month per employee and employees are reimbursed up to $425.42 per month	Retiree Only Retiree/ Spouse Retiree/ Family	City pays $64.60 per month per employee and employees are reimbursed up to $425.42 per month
City of Redding	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Riverside	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Roseville	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Sacramento	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of San Diego	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
City of San Jose	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Santa Ana	No Comparable Class		No Comparable Class		No Comparable Class		Retiree Only Retiree/ Spouse Retiree/ Family	0.8% of base salary contributed toward retirement subsidy

TABLE 9-D (Other Law Enforcement)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY AMOUNT

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
City of Stockton	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City/County of San Francisco	No Comparable Class		No Comparable Class		Retiree Only	$737.45	Retiree Only	$737.45
					Retiree/ Spouse	$917.59	Retiree/ Spouse	$917.59
					Retiree/ Family	$917.59	Retiree/ Family	$917.59
County of Alameda	No Comparable Class		No Comparable Class		Retiree Only	$454.74	No Comparable Class	
					Retiree/ Spouse	N/A		
					Retiree/ Family			
County of Contra Costa	No Comparable Class		No Comparable Class		Retiree Only	$378.84	No Comparable Class	
					Retiree/ Spouse	$1024.91		
					Retiree/ Family	$1024.91		
County of Fresno	No Comparable Class		No Comparable Class		Retiree Only	$160	No Comparable Class	
					Retiree/ Spouse			
					Retiree/ Family			
County of Kern	No Comparable Class		No Comparable Class		Retiree Only	$469.22	Retiree Only	$469.22
					Retiree/ Spouse	N/A	Retiree/ Spouse	N/A
					Retiree/ Family	N/A	Retiree/ Family	N/A
County of Los Angeles	No Comparable Class		No Comparable Class		Retiree Only	$782.78	Retiree Only	$782.78
					Retiree/ Spouse	$1412.40	Retiree/ Spouse	$1412.40
					Retiree/ Family	$1666.30	Retiree/ Family	$1666.30

TABLE 9-D (Other Law Enforcement)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY AMOUNT

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
County of Mendocino	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Merced	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Orange	No Comparable Class		No Comparable Class		Retiree Only	$416.75	No Comparable Class	
					Retiree/ Spouse			
					Retiree/ Family	N/A		
County of Placer	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Riverside	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Sacramento	No Comparable Class		No Comparable Class		Retiree Only	$244	Retiree Only	$244
					Retiree/ Spouse		Retiree/ Spouse	
					Retiree/ Family		Retiree/ Family	
County of San Bernardino	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of San Diego	No Comparable Class		No Comparable Class		N/A		No Comparable Class	

TABLE 9-D (Other Law Enforcement)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY AMOUNT

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
County of San Joaquin	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of San Luis Obispo	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Santa Clara	No Comparable Class		No Comparable Class		Retiree Only Retiree/ Spouse Retiree/ Family	$422.39	No Comparable Class	
County of Stanislaus	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Sutter	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Ventura	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
Arizona	N/A		N/A		N/A		N/A	
Florida	DNA		DNA		DNA		No Comparable Class	

TABLE 9-D (Other Law Enforcement)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY AMOUNT

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
Illinois	DNA		DNA		DNA		DNA	
Nevada	Retiree Only	$357.37	Retiree Only	$357.37	No Comparable Class		Retiree Only	$357.37
	Retiree/ Spouse	$779.72	Retiree/ Spouse	$779.72			Retiree/ Spouse	$779.72
	Retiree/ Family	$592.31	Retiree/ Family	$592.31			Retiree/ Family	$592.31
New York	DNA		DNA		DNA		DNA	
Ohio	DNA		DNA		DNA		DNA	
Oregon	N/A		No Comparable Class		N/A		No Comparable Class	
Pennsylvania	DNA		DNA		DNA		Retiree Only	$480.0
							Retiree/ Spouse	
							Retiree/ Family	
Texas	DNA		DNA		Retiree Only	$360.54	No Comparable Class	
					Retiree/ Spouse	$566.57		
					Retiree/ Family	$704.52		
Washington	DNA		DNA		N/A		N/A	

TABLE 9-D (Other Law Enforcement) RETIREE HEALTH COVERAGE PRACTICES MONTHLY AMOUNT								
Agency	**Special Agent**		**Special Agent – in charge**		**Criminalist**		**State Park Ranger**	
	Type	**Employer Cost**	**Type**	**Employer Cost**	**Type**	**Employer Cost**	**Type**	**Employer Cost**
Federal Government (RUS)	Retiree Only	$697.43	Retiree Only	$697.43	Retiree Only	$697.43	Retiree Only	$697.43
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse	
	Retiree/ Family		Retiree/ Family		Retiree/ Family		Retiree/ Family	

TABLE 9-E (Other Law Enforcement)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT

Agency	Investigator		Supervising Investigator	
	Type	Employer Cost	Type	Employer Cost
DPA	**Retiree Only**	**$439**	**Retiree Only**	**$439**
	Retiree/Spouse	**$823**	**Retiree/Spouse**	**$823**
	Retiree/Family	**$1042**	**Retiree/Family**	**$1042**
City of Anaheim	N/A		N/A	
City of Bakersfield	City will match up to 1% of employee's contribution towards a Health Savings Account beginning 6th year of employment		City will match up to 1% of employee's contribution towards a Health Savings Account beginning 6th year of employment	
City of Chula Vista	N/A		N/A	
City of Fresno	N/A		N/A	
City of Long Beach	N/A		N/A	
City of Los Angeles	Retiree Only	$300	DNA	
	Retiree/Spouse			
	Retiree/Family			
City of Modesto	Retiree Only	$360.84	Retiree Only	$360.84
	Retiree/Spouse	N/A	Retiree/Spouse	N/A
	Retiree/Family	$710.06	Retiree/Family	$710.06
City of Oakland	Retiree Only	City pays $64.60 per month and will reimburse up to $425.42 per month	Retiree Only	City pays $64.60 per month and will reimburse up to $425.42 per month
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	

TABLE 9-E (Other Law Enforcement)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT

Agency	Investigator		Supervising Investigator	
	Type	Employer Cost	Type	Employer Cost
City of Redding	DNA		DNA	
City of Riverside	Retiree Only	$150	Retiree Only	$150
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	
City of Roseville	Retiree Only	$969.71	Retiree Only	$969.71
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	
City of Sacramento	Retiree Only	$300	Retiree Only	$300
	Retiree/Spouse	$365	Retiree/Spouse	$365
	Retiree/Family	$365	Retiree/Family	$365
City of San Diego	N/A		N/A	
City of San Jose	DNA		DNA	
City of Santa Ana	Retiree Only	0.05% of base salary contributed toward a retirement subsidy	Retiree Only	0.05% of base salary contributed toward a retirement subsidy
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	
City of Stockton	N/A		N/A	
City/County of San Francisco	Retiree Only	$737.45	Retiree Only	$737.45
	Retiree/Spouse	$917.59	Retiree/Spouse	$917.59
	Retiree/Family	$917.59	Retiree/Family	$917.59
County of Alameda	Retiree Only	$454.74	Retiree Only	$454.74
	Retiree/Spouse	N/A	Retiree/Spouse	N/A
	Retiree/Family		Retiree/Family	

TABLE 9-E (Other Law Enforcement)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT

Agency	Investigator		Supervising Investigator	
	Type	Employer Cost	Type	Employer Cost
County of Contra Costa	Retiree Only	$378.84	Retiree Only	$378.84
	Retiree/Spouse	$1024.91	Retiree/Spouse	$1024.91
	Retiree/Family	$1024.91	Retiree/Family	$1024.91
County of Fresno	Retiree Only	$160	Retiree Only	$160
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	
County of Kern	Retiree Only	$469.22	Retiree Only	$469.22
	Retiree/Spouse	N/A	Retiree/Spouse	N/A
	Retiree/Family	N/A	Retiree/Family	N/A
County of Los Angeles	Retiree Only	$782.78	Retiree Only	$782.78
	Retiree/Spouse	$1412.40	Retiree/Spouse	$1412.40
	Retiree/Family	$1666.30	Retiree/Family	$1666.30
County of Mendocino	DNA		DNA	
County of Merced	Retiree Only	$326.35	Retiree Only	$326.35
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	
County of Orange	Retiree Only	$416.75	Retiree Only	$416.75
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family	DNA	Retiree/Family	DNA
County of Placer	Retiree Only	$426.24	Retiree Only	$426.24
	Retiree/Spouse	$864.08	Retiree/Spouse	$864.08
	Retiree/Family	$1125.76	Retiree/Family	$1125.76
County of Riverside	Retiree Only	$25	Retiree Only	$256
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	

TABLE 9-E (Other Law Enforcement)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT

Agency	Investigator		Supervising Investigator	
	Type	Employer Cost	Type	Employer Cost
County of Sacramento	Retiree Only	$244	Retiree Only	$244
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	
County of San Bernardino	N/A		N/A	
County of San Diego	N/A		N/A	
County of San Joaquin	N/A		N/A	
County of San Luis Obispo	DNA		DNA	
County of Santa Clara	Retiree Only	$422.33	Retiree Only	$422.33
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	
County of Stanislaus	Retiree Only	$370	Retiree Only	$370
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	
County of Sutter	Retiree Only	$216.00	Retiree Only	$216.00
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	
County of Ventura	Retiree Only	1% pay paid into a trust	Retiree Only	1% pay paid into a trust
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	
Arizona	N/A		N/A	

TABLE 9-E (Other Law Enforcement) RETIREE HEALTH COVERAGE PRACTICES MONTHLY EQUIVALENT				
Agency	**Investigator**		**Supervising Investigator**	
	Type	**Employer Cost**	**Type**	**Employer Cost**
Florida	DNA		DNA	
Illinois	DNA		DNA	
Nevada	No Comparable Class		No Comparable Class	
New York	DNA		DNA	
Ohio	No Comparable Class		No Comparable Class	
Oregon	DNA		DNA	
Pennsylvania	No Comparable Class		No Comparable Class	
Texas	No Comparable Class		No Comparable Class	
Washington	DNA		No Comparable Class	
Federal Government (RUS)	Retiree Only Retiree/Spouse Retiree/Family	$697.43	Retiree Only Retiree/Spouse Retiree/Family	$697.43

Table 10 - Eligibility Requirement/Retiree Health Vesting Schedule

TABLE 10-A (Patrol)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE

Agency	Officer	Sergeant	Captain	Reg./Div. Chief
DPA	**Less than 10 yrs= 0% 10 yrs= 50% 10-19yrs= 50% +5% each yr 20yrs= 100%**	**Less than 10 yrs= 0% 10 yrs= 50% 10-19yrs= 50% +5% each yr 20yrs= 100%**	**Less than 10 yrs= 0% 10 yrs= 50% 10-19yrs= 50% +5% each yr 20yrs= 100%**	**Less than 10 yrs= 0% 10 yrs= 50% 10-19yrs= 50% +5% each yr 20yrs= 100%**
City of Anaheim	N/A	N/A	N/A	No Comparable Class
City of Bakersfield	6 years	6 years	N/A	No Comparable Class
City of Chula Vista	N/A	N/.A	N/A	No Comparable Class
City of Fresno	N/A	N/A	N/A	No Comparable Class
City of Long Beach	N/A	N/A	N/A	No Comparable Class
City of Los Angeles	Yes/ 30 yrs of service	Yes/ 30 yrs of service	Yes/ 30 yrs of service	No Comparable Class
City of Modesto	Yes/5 yrs	Yes/5 yrs	Yes/5 yrs	No Comparable Class
City of Oakland	Yes/10 yrs	Yes/ 10 yrs	Yes/ 10 yrs	No Comparable Class
City of Redding	DNA	DNA	DNA	No Comparable class
City of Riverside	Yes/20yrs law enforcement, 15yrs with city	Yes/20yrs law enforcement, 15yrs with city	DNA	No Comparable Class
City of Roseville	Yes/ 100% @ 20 yrs	Yes/ 100% @ 20 yrs	Yes/ 100% @ 20 yrs	No Comparable Class
City of Sacramento	Yes / To qualify must be 50 years old with 10 years service for 50% benefit, at 15-20 years qualify for 75%; 20+ years qualify for 100%	Yes / To qualify must be 50 years old with 10 years service for 50% benefit at 15-20 years qualify for 75%; 20+ years qualify for 100%	Yes / To qualify must be 50 years old with 10 years service for 50% benefit at 15-20 years qualify for 75%; 20+ years qualify for 100%	No Comparable Class
City of San Diego	N/A	N/A	N/A	No Comparable Class
City of San Jose	Yes/ 15 years	Yes/ 15 years	Yes/ 15 years	No Comparable Class
City of Santa Ana	DNA	DNA	DNA	No Comparable Class
City of Stockton	N/A	N/A	N/A	No Comparable Class

TABLE 10-A (Patrol)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE

Agency	Officer	Sergeant	Captain	Reg./Div. Chief
City/County of San Francisco	Yes/ Must be a retiree which is age 50 w/min. of 5 yrs of city service	Yes/ Must be a retiree which is age 50 w/min. of 5 yrs of city service	Yes/ Must be a retiree which is age 50 w/min. of 5 yrs of city service	No Comparable Class
County of Alameda	Yes/10 yrs	Yes/ 10 yrs	Yes/ 10 yrs	No Comparable Class
County of Contra Costa	DNA	DNA	Yes/ 10 yrs: 50% paid the 5% per yr, 100% paid at 20 yrs	No Comparable Class
County of Fresno	Contribution by County ($8.00/yr of service) (Used 20 yrs of service)	Contribution by County ($8.00/yr of service) (Used 20 yrs of service)	Contribution by County ($8.00/yr of service) (Used 20 yrs of service)	No Comparable Class
County of Kern	Yes/ must have at least 20 yrs of service; ranges from $234.61/mo @ 20 yrs to $469.22/mo @ 25 yrs. 50% of employee only rate paid @ 20 yrs, increases 10% per yrs from yrs 22 to 24, until 100% of employee only rate paid at 25 years	Yes/ must have at least 20 yrs of service; ranges from $234.61/mo @ 20 yrs to $469.22/mo @ 25 yrs. 50% of employee only rate paid @ 20 yrs, increases 10% per yrs from yrs 22 to 24, until 100% of employee only rate paid at 25 years	Yes/ must have at least 20 yrs of service; ranges from $234.61/mo @ 20 yrs to $469.22/mo @ 25 yrs. 50% of employee only rate paid @ 20 yrs, increases 10% per yrs from yrs 22 to 24, until 100% of employee only rate paid at 25 years	No Comparable Class
County of Los Angeles	Yes/ county pays 40% of premiums with 10 yrs min service and 4% for each year thereafter up to max of 25 yrs in which County pays 100% of premium costs	Yes/ county pays 40% of premiums with 10 yrs min service and 4% for each year thereafter up to max of 25 yrs in which County pays 100% of premium costs	Yes/ county pays 40% of premiums with 10 yrs min service and 4% for each year thereafter up to max of 25 yrs in which County pays 100% of premium costs	No Comparable Class
County of Mendocino	DNA	DNA	DNA	No Comparable Class
County of Merced	From 45% (under 10 yrs) to 57% (over 25 yrs) based on years of service	From 45% (under 10 yrs) to 57% (over 25 yrs) based on years of service	From 45% (under 10 yrs) to 57% (over 25 yrs) based on years of service	No Comparable Class
County of Orange	Yes/ 10 yrs of county service	Yes/ 10 yrs of county service	Yes/ 10 yrs of county service	No Comparable Class
County of Placer	Yes/10 yrs PERS service credit. 5 yrs w/ county to receive 50% of co. contribution + 5% for each additional yr 100% paid after 20 yrs	Yes/10 yrs PERS service credit. 5 yrs w/ county to receive 50% of co. contribution + 5% for each additional yr 100% paid after 20 yrs	Yes/10 yrs PERS service credit. 5 yrs w/ county to receive 50% of co. contribution + 5% for each additional yr 100% paid after 20 yrs	No Comparable Class
County of Riverside	DNA	DNA	DNA	No Comparable Class

TABLE 10-A (Patrol)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE

Agency	Officer	Sergeant	Captain	Reg./Div. Chief
County of Sacramento	From $122-$244/mo(caps at 25 yrs of service)	From $122-$244/mo(caps at 25 yrs of service)	From $122-$244/mo(caps at 25 yrs of service)	No Comparable Class
County of San Bernardino	N/A	N/A	N/A	No Comparable Class
County of San Diego	N/A	N/A	N/A	No Comparable Class
County of San Joaquin	N/A	N/A	N/A	No Comparable Class
County of San Luis Obispo	DNA	DNA	DNA	No Comparable Class
County of Santa Clara	Yes/ 8 yrs + retire from PERS directly from County	Yes/ 8 yrs + retire from PERS directly from County	Yes/ 8 yrs + retire from PERS directly from County	No Comparable Class
County of Stanislaus	Yes/20 years for max	Yes/20 years for max	Yes/20 years for max	No Comparable Class
County of Sutter	Less than 10yrs = $16/mo 10-15 yrs = $56/mo 15-20 yrs = $96/mo 20-25 yrs =$136/mo 25-30 yrs = $176/mo 30 + yrs = $216/mo	Less than 10yrs = $16/mo 10-15 yrs = $56/mo 15-20 yrs = $96/mo 20-25 yrs =$136/mo 25-30 yrs = $176/mo 30 + yrs = $216/mo	DNA	No Comparable Class
County of Ventura	N/A	N/A	N/A	No Comparable Class
Arizona	N/A	N/A	N/A	No Comparable Class
Florida	Yes/ 6 yrs of service	Yes/ 6 yrs of service	Yes/ 6 yrs of service	Yes/ 6 yrs of service
Illinois	Yes/20 years of credited service (for full coverage, cost is prorated for less service time after 8 years vesting	Yes/20 years of credited service (for full coverage, cost is prorated for less service time after 8 years vesting	Yes/20 years of credited service (for full coverage, cost is prorated for less service time after 8 years vesting	DNA
Nevada	Yes/ 5 yrs of service	Yes/ 5 yrs of service	Yes/ 5 yrs of service	Yes/ 5 yrs of service
New York	Yes/ 5 yrs of service, age 55	Yes/ 5 yrs of service, age 55	Yes/ 5 yrs of service, age 55	Yes/ 5 yrs of service, age 55
Ohio	DNA	DNA	DNA	DNA
Oregon	N/A	N/A	N/A	N/A

TABLE 10-A (Patrol)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE

Agency	Officer	Sergeant	Captain	Reg./Div. Chief
Pennsylvania	Yes/ 15 yrs of service or age 50 or 20 yrs of service	Yes/ 15 yrs of service or age 50 or 20 yrs of service	Yes/ 15 yrs of service or age 50 or 20 yrs of service	Yes/ 15 yrs of service or age 50 or 20 yrs of service
Texas	Yes/ 10 yrs of service @ age 65 w/ health insurance 5 yrs of service @ 60 w/ out insurance	Yes/ 10 yrs of service @ age 65 w/ health insurance 5 yrs of service @ 60 w/ out insurance	Yes/ 10 yrs of service @ age 65 w/ health insurance 5 yrs of service @ 60 w/ out insurance	DNA
Washington	N/A	N/A	N/A	N/A
Federal Government (RUS)	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class

TABLE 10-B (Corrections)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE

Agency	Correctional Officer	Correctional Sergeant	Correctional Captain
DPA	**Less than 10 yrs = 0% 10 yrs = 50% 11-19 yrs = 50% + 5% each yr 20 yrs = 100%**	**Less than 10 yrs = 0% 10 yrs = 50% 11-19 yrs = 50% + 5% each yr 20 yrs = 100%**	**Less than 10 yrs = 0% 10 yrs = 50% 11-19 yrs = 50% + 5% each yr 20 yrs = 100%**
City/County of San Francisco	Age 50 and 5 yrs of service	Age 50 and 5 yrs of service	Age 50 and 5 yrs of service
County of Alameda	Yes/10 years	Yes/10 yrs	Yes/10 years
County of Contra Costa	DNA	DNA	Yes/10 yrs: 50% paid the 5% per yr, 100% paid at 20 yrs
County of Fresno	Contribution by County ($8.00/yr of service) (Used 20 yrs of service)	Contribution by County ($8.00/yr of service) (Used 20 yrs of service)	Contribution by County ($8.00/yr of service) (Used 20 yrs of service)
County of Kern	Must have at least 20 years of service. Amt. paid ranges from $234.61/mo. At 20 years to $469.22/mo at 25 years. 50% of employee-only rate at 20 years and increases 10% per year from year 21 to 24 to100% of employee-only rate at 25 years fixed at retirement.	Must have at least 20 years of service. Amt. paid ranges from $234.61/mo. At 20 years to $469.22/mo at 25 years. 50% of employee-only rate at 20 years and increases 10% per year from year 21 to 24 to100% of employee-only rate at 25 years fixed at retirement.	Must have at least 20 years of service. Amt. paid ranges from $234.61/mo. At 20 years to $469.22/mo at 25 years. 50% of employee-only rate at 20 years and increases 10% per year from year 22 to 24 to100% of employee-only rate at 25 years fixed at retirement.
County of Los Angeles	County pays 40% w/ 10 yrs, w/ 4% additionally every additional yr of service up to a max of 25 years in which county pays 100% of premium	County pays 40% w/ 10 yrs, w/ 4% additionally every additional yr of service up to a max of 25 years in which county pays 100% of premium	County pays 40% w/ 10 yrs, w/ 4% additionally every additional yr of service up to a max of 25 years in which county pays 100% of premium
County of Mendocino	DNA	DNA	DNA
County of Merced	From 45% (under 10 yrs) to 57% (over 25 yrs) based on years of service	From 45% (under 10 yrs) to 57% (over 25 yrs) based on years of service	From 45% (under 10 yrs) to 57% (over 25 yrs) based on years of service
County of Orange	10 yrs County service	10 yrs County service	10 yrs County service
County of Placer	10 yrs PERS service with 5 yrs in Placer County	10 yrs PERS service with 5 yrs in Placer County	10 yrs PERS service with 5 yrs in Placer County
County of Riverside	DNA	DNA	DNA
County of Sacramento	Scale from $122 - $244/mo (cap at 25 yrs of service)	Scale from $122 - $244/mo (cap at 25 yrs of service)	Scale from $122 - $244/mo (cap at 25 yrs of service)
County of San Bernardino	N/A	N/A	N/A

TABLE 10-B (Corrections)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE

Agency	Correctional Officer	Correctional Sergeant	Correctional Captain
County of San Diego	N/A	N/A	N/A
County of San Joaquin	N/A	N/A	N/A
County of San Luis Obispo	DNA	DNA	DNA
County of Santa Clara	8 yrs of service	8 yrs of service	8 yrs of service
County of Stanislaus	20 yrs to receive maximum contribution	20 yrs to receive maximum contribution	20 yrs to receive maximum contribution
County of Sutter	30 yrs to receive maximum contribution	30 yrs to receive maximum contribution	DNA
County of Ventura	DNA	DNA	DNA
Arizona	N/A	N/A	N/A
Florida	6 yrs of service	6 yrs of service	6 yrs of service
Illinois	DNA	DNA	DNA
Nevada	5 yrs of service	5 yrs of service	5 yrs of service
New York	5 years at 55	5 years at 55	5 years at 55
Ohio	DNA	DNA	DNA
Oregon	DNA	DNA	DNA
Pennsylvania	5 yrs service 100% @ age 60 or 100% @ any age w/ 35 yrs service	5 yrs service 100% @ age 60 or 100% @ any age w/ 35 yrs service	5 yrs service 100% @ age 60 or 100% @ any age w/ 35 yrs service
Texas	10 yrs of service @ age 65 w/ health ins 5 yrs of service @ age 60 w/o health ins	10 yrs of service @ age 65 w/ health ins 5 yrs of service @ age 60 w/o health ins	10 yrs of service @ age 65 w/ health ins 5 yrs of service @ age 60 w/o health ins
Washington	N/A	N/A	N/A
Federal Government (RUS)	5 yrs	No Comparable Class	5 yrs

TABLE 10-C (Corrections) ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE		
Agency	**Warden**	**Parole Agent**
DPA	**Less than 10 yrs= 0% 10 yrs= 50% 11-19yrs= 50% +5% each yr 20yrs= 100%**	**Less than 10 yrs= 0% 10 yrs= 50% 11-19yrs= 50% +5% each yr 20yrs= 100%**
Arizona	N/A	N/A
Florida	N/A	N/A
Illinois	DNA	DNA
Nevada	5 yrs	5 yrs
New York	DNA	DNA
Ohio	DNA	DNA
Oregon	DNA	DNA
Pennsylvania	15 yrs of services and age 50 or 20 years of service	15 yrs of services and age 50 or 20 years of service
Texas	10 yrs at age 65 with health insurance or 5 yrs at age 60	10 yrs at age 65 without health insurance or 5 yrs at age 60
Washington	N/A	N/A
Federal Government -(RUS)	5 yrs	5 yrs

TABLE 10-D (Other Law Enforcement)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE

Agency	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger
DPA	**Less than 10 yrs = 0% 10 yrs = 50% 10-19 yrs = 50% + 5% each added yr 20 yrs = 100%**	**Less than 10 yrs = 0% 10 yrs = 50% 10-19 yrs = 50% + 5% each added yr 20 yrs = 100%**	**Less than 10 yrs = 0% 10 yrs = 50% 10-19 yrs = 50% + 5% each added yr 20 yrs = 100%**	**Less than 10 yrs = 0% 10 yrs = 50% 10-19 yrs = 50% + 5% each added yr 20 yrs = 100%**
City of Anaheim	No Comparable Class	No Comparable Class	5 yrs	No Comparable Class
City of Bakersfield	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Chula Vista	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Fresno	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Long Beach	No Comparable Class	No Comparable Class	N/A	N/A
City of Los Angeles	No Comparable Class	No Comparable Class	10 years = 40% 20 years = 80% 25 years = 100%	No Comparable Class
City of Modesto	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Oakland	No Comparable Class	No Comparable Class	Must retire with 10 years or more of City service	Must retire with 10 years or more of City service
City of Redding	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Riverside	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Roseville	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Sacramento	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of San Diego	No Comparable Class	No Comparable Class	N/A	No Comparable Class
City of San Jose	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Santa Ana	No Comparable Class	No Comparable Class	No Comparable Class	DNA
City of Stockton	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class

TABLE 10-D (Other Law Enforcement)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE

Agency	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger
City/County of San Francisco	No Comparable Class	No Comparable Class	Retiree must have at least 20 years of service and be at least 50 years old, or have at least 10 years of service and be at least 60 years old.	Retiree must have at least 20 years of service and be at least 50 years old, or have at least 10 years of service and be at least 60 years old.
County of Alameda	No Comparable Class	No Comparable Class	10 yrs	No Comparable Class
County of Contra Costa	No Comparable Class	No Comparable Class	DNA	No Comparable Class
County of Fresno	No Comparable Class	No Comparable Class	Contribution by county is years of service x $8 per year – used 20 year rate which is $160/mo	No Comparable Class
County of Kern	No Comparable Class	No Comparable Class	Retiree must have at least 20 years of service, ranges from $234.61 per month at 20 years to $469.22 per month at 25 years, 50% of employee only rate at 20 years. Increases 10% per year from years 21 to 24; 100% of employee only rate at 25 years.	Retiree must have at least 20 years of service, ranges from $234.61 per month at 20 years to $469.22 per month at 25 years, 50% of employee only rate at 20 years. Increases 10% per year from years 21 to 24; 100% of employee only rate at 25 years.
County of Los Angeles			Yes / County pays 40% of premiums with 10 years minimum service and 4% for each year thereafter up to maximum of 25 years in which County pays 100% of premium costs	Yes / County pays 40% of premiums with 10 years minimum service and 4% for each year thereafter up to maximum of 25 years in which County pays 100% of premium costs
County of Mendocino	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Merced	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Orange	No Comparable Class	No Comparable Class	Retiree must have 10 years of service	No Comparable Class
County of Placer	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Riverside	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Sacramento	No Comparable Class	No Comparable Class	From $122-$244/mo(caps at 25 yrs of service)	From $122-$244/mo(caps at 25 yrs of service)

TABLE 10-D (Other Law Enforcement)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE

Agency	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger
County of San Bernardino	No Comparable Class	No Comparable Class	N/A	No Comparable Class
County of San Diego	No Comparable Class	No Comparable Class	N/A	No Comparable Class
County of San Joaquin	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of San Luis Obispo	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Santa Clara	No Comparable Class	No Comparable Class	Retiree must have 10 years of service who retire with PERS directly from County service	No Comparable Class
County of Stanislaus	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Sutter	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Ventura	No Comparable Class	No Comparable Class	N/A	No Comparable Class
Arizona	N/A	N/A	N/A	N/A
Florida	6 years of service	6 years of service	6 years of service	No Comparable Class
Illinois	DNA	DNA	DNA	20 yrs of credited services for full coverage. Cost is pro-rated for less services time after 8 yrs of vesting
Nevada	5 years of service	5 years of service	No Comparable Class	5 years of service
New York	DNA	DNA	DNA	DNA
Ohio	DNA	DNA	DNA	DNA
Oregon	DNA	No Comparable Class	N/A	No Comparable Class
Pennsylvania	DNA	DNA	DNA	Yes / Retirement – 5 years service 100% at age 60, or 100% at any age with 35 years of service

TABLE 10-D (Other Law Enforcement) ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE				
Agency	**Special Agent**	**Special Agent – in charge**	**Criminalist**	**State Park Ranger**
Texas	DNA	DNA	Retiree must have 10 years of service at age 65 with health insurance 5 years of services at age 60 w/out health insurance	No Comparable Class
Washington	DNA	DNA	N/A	N/A
Federal Government (RUS)	Yes/ 5 yrs	Yes/ 5 yrs	Yes/ 5 yrs	Yes/ 5 yrs

TABLE 10-E (Other Law Enforcement)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE

Agency	Investigator	Supervising Investigator
DPA	**Less than 10 yrs = 0% 10 yrs = 50% 10-19 yrs = 50% + 5% for each added yr 20 Yrs = 100%**	**Less than 10 yrs = 0% 10 yrs = 50% 10-19 yrs = 50% + 5% for each added yr 20 Yrs = 100%**
City of Anaheim	N/A	N/A
City of Bakersfield	6 years	6 years
City of Chula Vista	Yes / 5 years of service	Yes / 5 years of service
City of Fresno	N/A	N/A
City of Long Beach	N/A	N/A
City of Los Angeles	30 years	30 years
City of Modesto	5 Years of service	5 Years of Service
City of Oakland	10 Years of service	10 Years of service
City of Redding	DNA	DNA
City of Riverside	Yes/20yrs law enforcement, 15yrs with city	Yes/20yrs law enforcement, 15yrs with city
City of Roseville	Yes/ 100% @ 20 yrs	Yes/ 100% @ 20 yrs
City of Sacramento	Yes / To qualify must be 50 years old with 10 years service for 50% benefit at 15-20 years qualify for 75%; 20+ years qualify for 100%	Yes / To qualify must be 50 years old with 10 years service for 50% benefit at 15-20 years qualify for 75%; 20+ years qualify for 100%
City of San Diego	N/A	N/A
City of San Jose	DNA	DNA
City of Santa Ana	DNA	DNA

TABLE 10-E (Other Law Enforcement)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE

Agency	Investigator	Supervising Investigator
City of Stockton	N/A	N/A
City/County of San Francisco	Must be a retiree which is age 50 with a minimum of 5 years of City service	Must be a retiree which is age 50 with a minimum of 5 years of City service
County of Alameda	10 yrs	10 yrs
County of Contra Costa	DNA	DNA
County of Fresno	Contribution by County ($8.00/yr of service) (Used 20 yrs of service)	Contribution by County ($8.00/yr of service) (Used 20 yrs of service)
County of Kern	Must have at least 20 years of service; ranges from $234.61 per month at 20 years to $469.22 per month at 25 years. 50% of employee only rate paid at 20 years; increases 10% per year from years 22 to 24, with 100% of employee only rate paid at 25 years	Must have at least 20 years of service; ranges from $234.61 per month at 20 years to $469.22 per month at 25 years. 50% of employee only rate paid at 20 years; increases 10% per year from years 22 to 24, with 100% of employee only rate paid at 25 years
County of Los Angeles	County pays 40% of premiums with 10 years minimum service and 4% for each year thereafter up to maximum of 25 years in which the County pays 100% of premium costs	County pays 40% of premiums with 10 years minimum service and 4% for each year thereafter up to maximum of 25 years in which the County pays 100% of premium costs
County of Mendocino	Yes	DNA
County of Merced	From 45% (under 10 yrs) to 57% (over 25 yrs) based on years of service	From 45% (under 10 yrs) to 57% (over 25 yrs) based on years of service
County of Orange	10 Years County Service	10 Years County Service
County of Placer	Yes/10 yrs PERS service credit. 5 yrs w/ county to receive 50% of co. contribution + 5% for each additional yr 100% paid after 20 yrs	Yes/10 yrs PERS service credit. 5 yrs w/ county to receive 50% of co. contribution + 5% for each additional yr 100% paid after 20 yrs
County of Riverside	DNA	DNA
County of Sacramento	From $122-$244/mo(caps at 25 yrs of service)	From $122-$244/mo(caps at 25 yrs of service)
County of San Bernardino	N/A	N/A

TABLE 10-E (Other Law Enforcement)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE

Agency	Investigator	Supervising Investigator
County of San Diego	N/A	N/A
County of San Joaquin	N/A	N/A
County of San Luis Obispo	DNA	DNA
County of Santa Clara	Yes / 8 years of service	Yes / 8 years of service
County of Stanislaus	Yes / 20 yrs for max	Yes / 20 yrs for max
County of Sutter	Yes / 30 yrs	Yes / 30 yrs
County of Ventura	DNA	DNA
Arizona	N/A	N/A
Florida	6 yrs	6 yrs
Illinois		
Nevada	No Comparable Class	No Comparable Class
New York	DNA	DNA
Ohio	No Comparable Class	No Comparable Class
Oregon	DNA	DNA
Pennsylvania	No Comparable Class	No Comparable Class
Texas	No Comparable Class	No Comparable Class
Washington	DNA	No Comparable Class
Federal Government (RUS)	DNA	DNA

Table 11 - Retirement Plan Practices – All Classes

TABLE 11-A (Patrol)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(OFFICER, SERGEANT, CAPTAIN, REG./DIV. CHIEF)

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
DPA	**PERS**	**3% @ 50**	**Single Highest Year**	**31.463%**	**8%**	**8%**	**0%**	**1.45%**
City of Anaheim	PERS	3% @ 50	Single highest year	24.069%	9%	9%	2.5% of Employer's contribution	1.45%
City of Bakersfield	PERS	3% @ 50	Highest 12 Months	28.688%	9%	0-6 yrs 3% 6+ yrs 9% 9% for Captain	0-6 yrs 6% 6+ yrs 0% 0% for Captain	1.45%
City of Chula Vista	PERS	3% @ 50	One year final comp	21.055%	9%	9%	0%	1.45%
City of Fresno	37Act	2.7% @ 55	Average of highest 3 consecutive years	20.02%	9%	0%	9%	1.45%
City of Long Beach	PERS	3% @ 50	Final 12 months preceding separation	16.563%	9%	8%	1%	1.45%
City of Los Angeles	LA City Plan LA Police/Fire Retirement Plan – Tier V	3% @ 50	Single Highest Year	20.56%	9%	1%	8%	1.45%
City of Modesto	PERS	3% @ 50	Single Highest Year	24.421%	9%	7.5%	1.5%	1.45%
City of Oakland	PERS	3% @50	Single Highest Year	27.7%	9%	9%	0%	1.45%
City of Redding	PERS	3% @50	Single Highest Year	28.321%	9%	9%	0%	1.45%
City of Riverside	PERS	3% @50	Single Highest Year	19.015%	9%	9%	0%	1.45%
City of Roseville	PERS	3% @50	Single Highest Year	27.393%	9%	9%	0%	1.45%
City of Sacramento	PERS	3% @ 50	One year highest compensation	22.947%	9%	9%	0%	1.45%

TABLE 11-A (Patrol)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(OFFICER, SERGEANT, CAPTAIN, REG./DIV. CHIEF)

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
City of San Diego	37Act	3% @55	Single Highest Year	41.16%	11.37%	4.1%	7.27%	1.45%
City of San Jose	City sponsored Police & Fire Retirement Plan	2.5% w/up to 20 yrs service 4% for 21-30 yrs of service (up to max of 90%)	Final Compensation	28.51%	11.67%	0%	11.67%	1.45%
City of Santa Ana	PERS	3% @50	Single Highest Year	23.079% (rate is 24.499%; ee pays 1.42% for a net employer rate of 23.079%	9%	9%	0%	1.45%
City of Stockton	PERS	3% @ 50	Final Compensation	32.138%	9%	9%	0%	1.45%
City/County of San Francisco	SFERS	3% @ 55	Single Highest Year	6.24%	7.5%	0%	7.5%	7.65%
County of Alameda	37Act	3% @ 50	Average 3 highest yrs	29.84%	8.81%	0%	8.81%	7.65%
County of Contra Costa	37Act	3% @ 50	One year highest average salary for Officer & Sgt; Highest 36 month average for captain	38.43% For Officer & Sgt 43.82% for Captain	9.23% for Officer & Sgt 9.76% for Captain	4.62% for Officer & Sgt 4.88% for Captain	4.62% for Officer & Sgt 4.88% for Captain	1.45%
County of Fresno	37Act	3% @ 55 (Officer/Sergeant) 2.5% @ 50 (Captain)	Highest consecutive 26 pay periods	25.02%	0%	50% (amounts cannot be broken out)	50% (amounts cannot be broken out)	7.65%
County of Kern	37Act	3% @ 50	Single Highest Year	47.32%	11.27%	11.27%	0%	7.65%

TABLE 11-A (Patrol)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(OFFICER, SERGEANT, CAPTAIN, REG./DIV. CHIEF)

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
County of Los Angeles	37 Act LACERA Plan B	Age 50 with 10 yrs of service or at least 20 yrs of service regardless of age (2% for each yr of service)	Single Highest Year	14.4%	6.97%	0%	6.97%	1.45%
County of Mendocino	PERS	3% @ 55	DNA	47.89%	12.34%	6% (Safety – non management) 9% (Safety – management)	6.34% (Safety – non management) 3% (Safety – management)	7.65%
County of Merced	37Act	3% @ 50	Average of 3 highest yrs	28.59%	8.67%	4.335%	4.335%	7.65%
County of Orange	37Act	3% @ 50	Single Highest Year	37.65%	12.04%	12.04%	0%	1.45%
County of Placer	PERS	3% @ 50	Single Highest Year	23.80%	9%	9%	0%	7.65%
County of Riverside	PERS	3% @ 50	Single Highest Year	17.78%	9%	9%	0%	1.45%
County of Sacramento	37Act	3% @ 50	DNA	25.5%	10.57%	5.29%	5.29%	7.65%
County of San Bernardino	37 Act, SBCERA	3% at 50	Single highest year	18%	DNA	$306 = Officer $387 = Sergeant $960.34 = Captain	In addition, employee pays another 2.5% for implementation of 3% @ 50	1.45%
County of San Diego	37Act	3% @ 50	Single highest year	DNA	10.76%	9.5%	1.26%	1.45%
County of San Joaquin	37Act	3% @50	Single highest year	41.37%	4.56%	2.28%	2.28%	1.45%

TABLE 11-A (Patrol)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(OFFICER, SERGEANT, CAPTAIN, REG./DIV. CHIEF)

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
County of San Luis Obispo	SLO Co. Employees Retirement Plan (independent plan)	3% @ 50	Single Highest Year	20.29%	14.75% = Officer & Sergeant 15.38% = Captain	7% = Officer & Sergeant 0% = Captain	7.75% = Officer & Sergeant 15.38% = Captain	7.65%
County of Santa Clara	PERS	3% @ 50	Single Highest Year	25.831%	8.5%	8.5%	0%	1.45%
County of Stanislaus	37Act	3% @ 50	Single Highest Year	20.52%	12.25% Officer 11.75% Sergeant Captain DNA	8.25%	4% Officer 3% Sergeant DNA Captain	7.65%
County of Sutter	PERS	3% @ 50	Single Highest Year	20.498%	9%	9%	$61	7.65%
County of Ventura	37Act	2% @ 50	Single Highest Year	32.01%	11.5%	11.5%	0%	1.45%
Arizona	Public Safety Personnel Retirement System	50% of average monthly compensation for 1st 20 yrs of credited service, + 2% of avg. monthly compensation for each additional yr of service between 20 & 25	Highest 3 Consecutive Years	10.87%	7.65%	5%	2.65%	7.65%
Florida	FRS	3% @ 55 or 3% with 25 years regardless of age	Average of highest 5 years	19.76%	DNA	DNA	DNA	7.65%
Illinois	Public Employee Retirement System	Age 50 with at least 25 years of service or age 55 with at least 20 years of service to qualify	Highest 48 months in the last 10 years	8.5%	12.5%	5.5%	7.5%	1.45%

TABLE 11-A (Patrol)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(OFFICER, SERGEANT, CAPTAIN, REG./DIV. CHIEF)

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
Nevada	PERS 403A	2.67% @50 w/ 20 yr service 2.67% @55 w/ 10 yr service 2.67% @any age w/ 25yrs of service	36 highest consecutive months	32%	16.5%	8.25%	8.25%	1.45%
New York	PFRS	DNA	DNA	10.1%	DNA	0%	DNA	7.65%
Ohio	OPERS	1.5% @52 w/ 15yrs 2.5% @52 w/ 25 yrs 2.5% @62 w/ 15 yrs	Average highest 3 years	16.93%	10.1%	0%	10.1%	1.45%
Oregon	Oregon PERS Full Formula Tier I	2% @ 55 or @ 50 with 25 yrs of service	Average highest 3 years	9.5%	6%	6%	0%	7.65%
Pennsylvania	SERS	50% highest yr w/ 20 yrs 75% highest yr w/ 25+ yrs	Single Highest Year	SERS Board determines rate annually – currently 3% of payroll	6.25%	0%	6.25%	7.65%
Texas	ERS	2.8% @ 50	Average Highest 3 Years	6.45%	6%	0%	6%	7.65%
Washington	WSPRS Plan 2	2% @ 55 or any age w/ 25 yrs of service credit (2% x yrs of service)	Highest 60 months of credited service	4.69%	4.51%	0%	4.51%	7.65%
Federal Government (RUS)	No Comparable Class							

TABLE 11-B (Corrections)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(CORRECTIONAL OFFICER, CORRECTIONAL SERGEANT, CORRECTIONAL CAPTAIN)

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
DPA	**PERS**	**3% @ 50**	**Single highest year**	**24.505%**	**5.5% of compensation in excess of $863/mo**	**0.0%**	**5.5%**	**1.45%**
City/County of San Francisco	SFERS	3% @ 55	Single Highest Year	6.24%	7.5%	0%	7.5%	7.65%
County of Alameda	37 Act	3% @ 50	Average 3 highest years	29.84%	8.81%	0%	8.81%	7.65%
County of Contra Costa	37Act	3% @ 50	One year highest average salary for Officer & Sgt; Highest 36 month average for Captain	38.43% For officer & Sgt 43.82% for Captain	9.23% for Officer & Sgt 9.76% for Captain	4.62% for Officer & Sgt 4.88% for captain	4.62% for Officer & Sgt 4.88% for Captain	1.45%
County of Fresno	37Act	3% @ 55	Highest consecutive 26 pay periods	25.02%	0%	50% (amounts cannot be broken up)	50% (amounts cannot be broken up)	7.65%
County of Kern	37 Act	3% @ 50	Single highest year	47.32%	11.27%	11.27%	0%	7.65%
County of Los Angeles	LACERA Plan B 37 Act	Age 50 w/10 yrs of service or at least 20 yrs of service regardless of age (2% for each yr of service)	Single highest year	14.4%	6.97%	0%	6.97%	1.45%
County of Mendocino	PERS	3% @55	DNA	47.89%	12.34%	6% (Safety – non management) 9% (Safety – management)	6.34% (Safety – non management) 3% (Safety – management)	7.65%

TABLE 11-B (Corrections)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(CORRECTIONAL OFFICER, CORRECTIONAL SERGEANT, CORRECTIONAL CAPTAIN)

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
County of Merced	37 Act	3% @ 50	Average of 3 highest years	28.59%	8.67%	4.335%	4.335%	7.65%
County of Orange	1937 Act	3% @ 50	Single highest year	37.65%	12.04%	12.04%	0	1.45%
County of Placer	PERS	3% @ 50	Single Highest Year	23.88%	9%	9%	0	7.65%
County of Riverside	PERS	3% @ 50	Single highest year	17.989%	9%	9%	0	1.45%
County of Sacramento	1937 Act	3% @50	DNA	25.5%	10.57%	5.29%	5.29%	7.65%
County of San Bernardino	37 Act, SBCERA	3% @ 50	Single highest year	18%	DNA	$306 = Officer $387 = Sergeant $960.34 = Captain	In addition, employee pays another 2.5% for implementation of 3% @ 50	1.45%
County of San Diego	1937 Act	3% @ 50	Single highest year	DNA	10.76%	9.5%	1.26%	1.45%
County of San Joaquin	37 Act	3% @ 50	Single highest year	41.37%	4.56%	2.28%	2.28%	1.45%
County of San Luis Obispo	SLO County Employees Retirement Plan	3% @ 55	Single highest year	20.01%	10.3%	7%	3.3%	7.65%
County of Santa Clara	PERS	3% @ 50	Single Highest Year	25.831%	8.5%	8.5%	0%	1.45%
County of Stanislaus	37Act	3% @ 50	Single highest 12 consecutive months	20.52%	12.25% (Captain unknown)	8.25% (Captain unknown)	4.0% (Captain unknown)	7.65%
County of Sutter	PERS	3% @ 50	Single highest year	20.498%	9%	9%	$61.00	7.65%
County of Ventura	37Act	2% @ 50	Single highest year	32.01%	11.5%	11.5%	0%	1.45%

TABLE 11-B (Corrections)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(CORRECTIONAL OFFICER, CORRECTIONAL SERGEANT, CORRECTIONAL CAPTAIN)

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
Arizona	Corrections Officer Retirement Plan	Average monthly salary / Highest 3 Consecutive Years in last 10 years 50% of average monthly salary for 1st 20 years, plus 2% of average monthly salary for each year of service between 20 – 25 years	Highest 3 consecutive years	11.50%	8.5%	0%	8.5%	7.65%
Florida	Florida Retirement System	3% @ 55 or 3% w/ 25 yrs of service regardless of age	Average of highest 5 years	19.76%	DNA	DNA	DNA	7.65%
Illinois	DNA	DNA	DNA	8.5%	DNA	5.5%	DNA	7.65%
Nevada	PERS	2.67% @ 50 w/ 20 yrs 2.67% @ 55 w/ 10 yrs 2.67% @ any age w/ 25 yrs	36 highest months	32.0%	16.5%	8.25%	8.25%	1.45%
New York	Employee's Retirement System	DNA	DNA	10.1%	DNA	DNA	DNA	7.65%
Ohio	DNA	DNA	DNA	16.93%	DNA	DNA	DNA	1.45%

TABLE 11-B (Corrections)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(CORRECTIONAL OFFICER, CORRECTIONAL SERGEANT, CORRECTIONAL CAPTAIN)

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
Oregon	Oregon PERS Full Formula Tier I	2% @ 55 or @ 50 with 25 yrs of service	Average highest 3 yrs	9.5%	6%	6%	0%	7.65%
Pennsylvania	State Employees Retirement System	2 x class of service multiplier x yrs of service x final average salary	Average highest 3 yrs	3% of state payroll (changes annually based on SERS Board)	6.25%	0%	6.25%	7.65%
Texas	Employees Retirement System of Texas	2.8% @ 50	Average highest 3 yrs	6.45%	6%	$0	6%	7.65%
Washington	Public Safety Employees Retirement System (PSERS) Plan 2	2% for each year of service credit with full retirement benefits at age 65 with at least five years service / Full retirement @ 60 with 10 years of service	60 consecutive highest paid service credit months	8.53%	6.57%	0%	6.57%	7.65%
Federal Government (RUS)	FERS	1.7% @ 50 1.7% any age w/ 25yrs	Average highest 3 yrs	11.5%	DNA	DNA	DNA	7.65%

TABLE 11-C (Corrections)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(WARDEN & PAROLE AGENT)

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
DPA	**PERS**	**3% @ 50**	**Single Highest Year**	**24.505%**	**5.5% in excess of compensation $863 monthly**	**0%**	**5.5%**	**1.45%**
Arizona	Corrections Officer Retirement Plan	50% of average monthly salary for 1st 20 years, plus 2% of average monthly salary for each year of service between 20 – 25 years	Highest 3 Consecutive Years	11.50%	8.5%	0%	8.5%	7.65%
Florida	FRS	3% @55 or 3% with 25 yrs regardless of age	Average of highest 5 yrs	19.76%	DNA	DNA	DNA	7.65%
Illinois	DNA							
Nevada	PERS 403A	2.67% @50 (20 yrs) 2.67% @55 (10 yrs) 2.67% @ any age (25 yrs)	36 Highest Consecutive Months	32%	16.5%	8.25%	8.25%	1.45%
New York	DNA	DNA	DNA	10.1%	DNA	DNA	DNA	7.65%
Ohio	DNA	DNA	DNA	16.93%	DNA	DNA	DNA	1.45%
Oregon	Oregon PERS Full Formula Tier I	2% @ 55 or @ 50 with 25 yrs of service	Average of Highest 3 yrs	9.5%	6%	6%	0%	7.65%

TABLE 11-C (Corrections) RETIREMENT PLAN PRACTICES – ALL CLASSES (WARDEN & PAROLE AGENT)								
Agency	**Type of Retirement Plan**	**Retirement Benefit**	**Retirement Formula**	**Employer Contribution (%)**	**Employee Contribution (%)**	**% of Employee Contribution paid by Employer**	**% of Employee Contribution paid by Employee**	**Social Security Rate**
Pennsylvania	SERS	50% Highest Year w/ 20 yrs Service 75% Highest Year w/ 25 yrs Service	Single Highest Year	3%	6.25%	0%	6.25%	7.65%
Texas	ERS	2.8% @50	Average of Highest 3 yrs	6.45%	6%	0%	6%	7.65%
Washington	PSERS (Public Safety Employees Retirement System) – Plan 2	2% for each year of service credit with full retirement benefits at age 65 with a t least 5 yrs of service credit; Full retirement at age 60 with 10 yrs of PSERS service credit	60 consecutive highest paid service credit months	8.53%	6.57%	0	6.57%	7.65%
Federal Government - (RUS)	FERS	1.7% @ 50 1.7% any age w/ 25 yrs	Average of Highest 3 yrs	11.5%	DNA	DNA	DNA	7.65%

TABLE 11-D (Other Law Enforcement)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(SPECIAL AGENT, SPECIAL AGENT – IN CHARGE, CRIMINALIST, STATE PARK RANGER)

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
DPA	**CalPERS**	**3% @ 50 except for Criminalist which is 2.5% @ 55**	**Single Highest Year except Criminalists hired after 1-1-07 – then its average 3 highest years**	**$24.505% for all except Criminalist = 19.294%**	**Criminalist = 6% in excess of $317 All others = 8% in excess of %513**	**0**	**100%**	**1.45%**
City of Anaheim	PERS	2.7% @ 55	Single Highest Year	15.483% city paid + .310% employee paid = total of 15.793%	8%	7%	1%	1.45%
City of Bakersfield	No Comparable Class							
City of Chula Vista	No Comparable Class							
City of Fresno	No Comparable Class							
City of Long Beach	PERS	2.5% @55	Average of Three Highest Years	12.012%	8%	6%	2%	7.65%
City of Los Angeles	LA City Employee Retirement System	2.16% at 60 *Age 55+ with 30+ years of service, age *60+ with 10+ years of service, age 70+ regardless of years of service. * 5 years of this service must from City employment	Single highest year	22.27	6%	0%	100%	1.45%
City of Modesto	No Comparable Class							

TABLE 11-D (Other Law Enforcement)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(SPECIAL AGENT, SPECIAL AGENT – IN CHARGE, CRIMINALIST, STATE PARK RANGER)

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
City of Oakland	PERS	2.7% @ 50 (Criminalist) 3% at 50 (State Park Ranger)	Single Highest Year	17.479% (Criminalist), 27.7% (State Park Ranger)	8% (Criminalist), 9% (State Park Ranger)	5% (Criminalist), 9% (State Park Ranger)	3% (Criminalist), 0% (State Park Ranger)	1.45%
City of Redding	No Comparable Class							
City of Riverside	No Comparable Class							
City of Roseville	No Comparable Class							
City of Sacramento	No Comparable Class							
City of San Diego	1937 Act	2.8% @ 65 (Criminalist)	Single Highest Year	22.57%	9.08%	1.4%	7.68% per validation	1.45%
City of San Jose	No Comparable Class							
City of Santa Ana	PERS	2% @55	Average of highest three years	8.214%	7%	7%	0%	1.45%
City of Stockton	No Comparable Class							
City/County of San Francisco	SFERS	1% @ 50 or 2% @ 60	Single Highest Year	DNA	7.5%	0%	7.5%	7.65%
County of Alameda	1937 Act	2% @ 62	Average 3 Highest Years	7.69%	8.81%	0%	8.81%	7.65%
County of Contra Costa	1937 Act	3% @ 50	One year highest average salary	43.82%	9.76%	4.88%	4.88%	1.45%
County of Fresno	1937 Act	2% at 55	Highest consecutive 26 pay periods	25.2%	0%	0%	0%	7.65%
County of Kern	1937 Act	3% @ 60	Single Highest Year	47.32% (Safety) 23.87% (Misc)	11.27% (Safety) 6.13% (Misc)	0% (Safety) 0% (Misc)	11.27% (Safety) 6.13% (Misc)	7.65%

TABLE 11-D (Other Law Enforcement)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(SPECIAL AGENT, SPECIAL AGENT – IN CHARGE, CRIMINALIST, STATE PARK RANGER)

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
County of Los Angeles	LACERA (County's own plan) D (criminalist) B (park ranger)	Criminalist- Retirement is at age 50 with 10 years of service or at least 30 years of service regardless of age Park Range- Retirement is at age 50 with 10 years of service or at least 20 years of service regardless of age (2%for each year of service)	Single highest year	14.4%	Criminalist- 5.4% (assuming employment started at age 20) (Park ranger) 6.97% (assuming employment started at age 20)	0%	(park ranger) 6.97% (criminalist) 5.4%	1.45%
County of Mendocino	No Comparable Class							
County of Merced	No Comparable Class							
County of Orange	1937Act	2.7% @55	Highest 3 yrs	22.23%	13.25%	11.74%	DNA	1.45%
County of Placer	No Comparable Class							
County of Riverside	No Comparable Class							
County of Sacramento	1937 Act	Criminalist 2% at 55.5 State Park Ranger 3% @50	DNA	15.75%	4.67%	2.3490%	2.34%	7.65%
County of San Bernardino	1937 Act	2% @ 55	Single highest year	18%	7%	7%	0	1.45%

TABLE 11-D (Other Law Enforcement)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(SPECIAL AGENT, SPECIAL AGENT – IN CHARGE, CRIMINALIST, STATE PARK RANGER)

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
County of San Diego	1937 Act	3% @ 60	Single Highest Year	DNA	9.18%	7%	2.18%	1.45%
County of San Joaquin	No Comparable Class							
County of San Luis Obispo	No Comparable Class							
County of Santa Clara	PERS	2% @ 55	Single Highest Year	11.923%	7%	7%	0%	1.45%
County of Stanislaus	No Comparable Class							
County of Sutter	No Comparable Class							
County of Ventura	1937 Act	2% at 61	Highest consecutive 36 months	11.72%	5.35%	4% of base pay	DNA	7.65%

TABLE 11-D (Other Law Enforcement)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(SPECIAL AGENT, SPECIAL AGENT – IN CHARGE, CRIMINALIST, STATE PARK RANGER)

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
Arizona	Arizona State Retirement System(Special Agent/Supervisor and State Park Ranger) Public Safety Personnel Retirement System (Criminalist	Average monthly salary of highest 36 consecutive months of salary in the last 10 years x years of credited x multiplier (0-19.99 years = 2.1%, 20-24.99 = 2.15%, 25-29.99 = 2.2%, 30+ = 2.3%) (Special Agent/Supervisor) 50% of average monthly salary compensation for first 20 years of credited service, plus 2% for each additional year between years 20-25 (Criminalist/State Park Ranger)	Average monthly salary Highest 3 consecutive years (Special Agent/Supervisor) highest 3 consecutive years)	11.19%/10.87%	8.81%/7.65%	$0/5%	8.81%/2.65%	7.65%
Florida	Florida Retirement System (Special Agent/Supervisor and Criminalist	3% at 55	Average highest 5 years	19.76%	DNA	DNA	DNA	7.65%
Illinois	SERS	Age 50 with 25 yrs of services and age 55 with 20 year of services	Average 48 highest months in the last 10 year.	8.5%	5.5%	5.5%	0%	7.65%

TABLE 11-D (Other Law Enforcement)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(SPECIAL AGENT, SPECIAL AGENT – IN CHARGE, CRIMINALIST, STATE PARK RANGER)

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
Nevada	PERS 403A	2.67% at 50 with 20 years of service 2.67% at 55 with 10 years of service 2.67% any age with 25 years of service	36 highest consecutive months	32.0%	16.5%	8.25%	8.25%	1.45%
New York	DNA	DNA	DNA	10.1%	DNA	0%	DNA	7.65%
Ohio	OPERS	Varies 1.5% @ 52 with 15 years 2.5% @ 52 with 25 years 2.5% @ 62 with 15 years	Average highest three years	16.93%	10.1%	0%	10.1%	1.45%
Oregon	Oregon PERS Full Formula Tier 1 (special Agent/criminalist)	2% @ 55 or at age 50 with 25 yrs of service	Average 3 highest years	9.5%	6%	6%	$0	7.65%
Pennsylvania	State Employee's Retirement System	2 X class of service multiplier X years of service X final average salary	Average 3 highest years	3% of state payroll	6.25%	0%	6.25%	7.65%
Texas	ERS	2.8% at 50	Average highest 3 years	6.45%	6%	0%	6%	7.65%

TABLE 11-D (Other Law Enforcement) RETIREMENT PLAN PRACTICES – ALL CLASSES (SPECIAL AGENT, SPECIAL AGENT – IN CHARGE, CRIMINALIST, STATE PARK RANGER)								
Agency	**Type of Retirement Plan**	**Retirement Benefit**	**Retirement Formula**	**Employer Contribution (%)**	**Employee Contribution (%)**	**% of Employee Contribution paid by Employer**	**% of Employee Contribution paid by Employee**	**Social Security Rate**
Washington	State Park Ranger: Public Safety Employees Retirement System (PSERS – Plan 2) Criminalist: PERS Plan 3	State Park Ranger 2% for each year of service credit with full retirement benefits at age 65 with at least five years of service credit. Full retirement at age 60 with 10 years of PSERS service credit. Criminalist 1% X Service Credit Years X AFC = Monthly Benefit. Plan provides a full retirement benefit at age 65 if you have: *At least 10 service credit years; or *Five service credit years, including 12 service credit months that were earned after age 44; or *Five service credit years earned in PERS	60 consecutive highest paid service credit months	State Park Ranger 8.53% Criminalist 5.46%	State Park Ranger 6.57% Criminalist It varies. There are six contribution rate options; the default contribution rate is 5% Option A: 5% fixed rate at all ages Option B: 5% up to age 35 6% ages 35 to 44 7.5% ages 45 and older Option C: 6% up to age 35 7.5% ages 35 to 44 8.5% age 45 and older Option D: 7% fixed rate at all ages Option E: 10% fixed rate at all ages Option F: 15% fixed rate at all ages	0%	All / 100%	7.65%

TABLE 11-D (Other Law Enforcement)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(SPECIAL AGENT, SPECIAL AGENT – IN CHARGE, CRIMINALIST, STATE PARK RANGER)

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
Washington		Plan 2 prior to June 1, 2003 *A reduced benefit is available as early as age 55 Note: PERS Plan 3 has a dual benefit structure. Member contributions finance a defined contribution component and employer contributions finance a defined benefit component						
Federal Government (RUS)	FERS	1.7% @ 50 1.7% any age w/ 25yrs Criminalist only: 1% of highest 3 yrs x # of yrs service	Average 3 highest years	11.5%	DNA	DNA	DNA	7.65%

TABLE 11-E (Other Law Enforcement) RETIREMENT PLAN PRACTICES – ALL CLASSES (INVESTIGATOR & SUPERVISING INVESTIGATOR)								
Agency	**Type of Retirement Plan**	**Retirement Benefit**	**Retirement Formula**	**Employer Contribution (%)**	**Employee Contribution (%)**	**% of Employee Contribution paid by Employer**	**% of Employee Contribution paid by Employee**	**Social Security Rate**
DPA	**PERS**	**3% @ 50**	**Single highest Year**	**24.505%**	**8% in excess of $513**	**0%**	**100%**	**1.45%**
City of Anaheim	PERS	3% at 50	Single highest year	24.069%	9%	9%	2.5% of Employer's contribution	1.45%
City of Bakersfield	PERS	3% at 50	Highest 12 Months	28.688%	9%	0-6 yrs 3% 6+ yrs 9%	0-6 yrs 6% 6+ yrs 0%	1.45%
City of Chula Vista	PERS	3% @ 50	One year final comp	21.055%	9%	9%	0%	1.45%
City of Fresno	37 Act	2.7% @55	Average of 3 highest consecutive years	20.02%	9%	0%	9%	1.45%
City of Long Beach	PERS	3% at 50	Final 12 months preceding separation	16.563%	9%	8%	1%	1.45%
City of Los Angeles	LA City Plan, LA Police/Fire Retirement Plan (LAPFRP) Tier V	3% at 50	Single highest year	20.56%	9%	1%	8%	1.45%
City of Modesto	PERS	3% at 50	Single highest year	24.421%	9%	7.5%	1.5%	1.45%
City of Oakland	PERS	3% at 50	Single highest year	27.7%	9%	9%	0%	1.45%
City of Redding	PERS	3%@50	Single Highest Year	28.321%	9%	9%	0%	1.45%
City of Riverside	PERS	3% at 50	Single highest year	19.015%	9%	9%	0%	1.45%
City of Roseville	PERS	3% @ 50	Single Highest Year	27.393%	9%	9%	0%	1.45%

TABLE 11-E (Other Law Enforcement) RETIREMENT PLAN PRACTICES – ALL CLASSES (INVESTIGATOR & SUPERVISING INVESTIGATOR)								
Agency	**Type of Retirement Plan**	**Retirement Benefit**	**Retirement Formula**	**Employer Contribution (%)**	**Employee Contribution (%)**	**% of Employee Contribution paid by Employer**	**% of Employee Contribution paid by Employee**	**Social Security Rate**
City of Sacramento	PERS	3% at 50	One year highest comp.	22.947%	9%	9%	0%	1.45%
City of San Diego	1937 Act	3% at 55	Single highest year	41.16%	11.37%	10%	1.37%	1.45%
City of San Jose	DNA							
City of Santa Ana	PERS	3% at 50	Highest 12 consecutive months	24.499%	9%	9%	1.42% (1.42% of employer's rate is paid by employee)	1.45%
City of Stockton	PERS	3% @ 50	Final Compensation	32.138%	9%	9%	0%	1.45%
City/County of San Francisco	PERS	DNA	Single highest year	18.824%	9%	0	9%	7.65%
County of Alameda	37 Act	3% @50	Average 3 Highest Years	29.84%	8.81%	0%	8.81%	7.65%
County of Contra Costa	37 Act	3% @ 50	12 month average	38.43%	9.23%	4.62%	4.62%	1.45%
County of Fresno	37 Act	3% @ 55 or 2.5% @ 55 for supervising investigator	Highest consecutive 26 pay periods	25.02%	0%	50% (amounts cannot be broken out)	50% (amounts cannot be broken out)	7.65%
County of Kern	37 Act	3% @ 50	Single highest year	47.32%	11.27%	11.27% (100% after 5 years)	0%	7.65%
County of Los Angeles	LACERA (County's own plan)	2% @ 50	Single highest year	14.4%	6.97% (assuming employment started at age 20)	0%	6.97%	1.45%

TABLE 11-E (Other Law Enforcement) RETIREMENT PLAN PRACTICES – ALL CLASSES (INVESTIGATOR & SUPERVISING INVESTIGATOR)								
Agency	**Type of Retirement Plan**	**Retirement Benefit**	**Retirement Formula**	**Employer Contribution (%)**	**Employee Contribution (%)**	**% of Employee Contribution paid by Employer**	**% of Employee Contribution paid by Employee**	**Social Security Rate**
County of Mendocino	PERS	3%@ 55	DNA	47.89%	12.34%	6% (Safety – non management) 9% (Safety – management)	6.34% (Safety – non management) 3% (Safety – management)	7.65%
County of Merced	37 Act	3% @ 50	Average of 3 highest years	28.59%	8.67%	4.335%	4.335%	7.65%
County of Orange	37Act	3% @ 50	Single Highest Year	37.65%	12.04%	12.04%	0%	1.45%
County of Placer	PERS	3% @ 50	Single Highest Year	23.80%	9%	9%	0%	7.65%
County of Riverside	PERS	3% @50	Single Highest Year	17.989%	9%	9%	0%	1.45%
County of Sacramento	37Act	3% @ 50	DNA	25.5%	10.57%	5.29%	5.29%	7.65%
County of San Bernardino	37 Act	3% @ 50	Single highest year	18%	DNA	5.7% of base (investigator) 6.3% of base (Sup. Invest)	In addition employee pays another 2.5% for implementation of 3% at 50	1.45%
County of San Diego	37Act	3% @ 50	Single highest year	DNA	10.76%	9.5%	1.26%	1.45%
County of San Joaquin	37 Act	3% @ 50	Single highest year	41.37%	4.56%	2.28%	2.28%	1.45%
County of San Luis Obispo	San Luis Obispo County Employees Retirement Plan	3% @ 55	Single highest year	20.03%	10.30%	7.20%	3.10%	7.65%
County of Santa Clara	PERS	3% @ 50	Single highest year	25.831%	8.5%	8.5%	0%	1.45%
County of Stanislaus	37 Act	3% @ 50	Single highest year	20.52%	14%	5.25%	8.75%	7.65%

TABLE 11-E (Other Law Enforcement) RETIREMENT PLAN PRACTICES – ALL CLASSES (INVESTIGATOR & SUPERVISING INVESTIGATOR)								
Agency	**Type of Retirement Plan**	**Retirement Benefit**	**Retirement Formula**	**Employer Contribution (%)**	**Employee Contribution (%)**	**% of Employee Contribution paid by Employer**	**% of Employee Contribution paid by Employee**	**Social Security Rate**
County of Sutter	PERS	3% @ 50	Single highest year	20.498%	9%	9%	$61.00	7.65%
County of Ventura	1937 Act	2% @ 50	Highest 12 consecutive months	32.01% (of total comp)	11.5% (of total comp)	11.5%	0%	1.45%
Arizona	Arizona State Retirement System	Average monthly salary of highest 36 consecutive months of salary in the last 10 years X years of credited X multiplier (0-19.99 years = 2.1% 20-24.99 years = 2.15% 25-29.99 years = 2.2% 30+ years = 2.3%)		11.19%	8.81%	0%	8.81%	7.65%
Florida	FRS	3% @ 55 or 3% with 25 yrs of service regardless of age	Average highest 5 years	19.76%	DNA	DNA	DNA	7.65%
Illinois	DNA	DNA	DNA	8.5%	DNA	5.5%	DNA	7.65%
Nevada	DNA	DNA	DNA	32%	8.25%	8.25%	8.25%	1.45%
New York	DNA	DNA	DNA	10.1	DNA	0%	DNA	7.65%
Ohio	OPERS	1.5 % @ 52 with 15 yrs 2.5% @ 52 with 25 years 2.5% @ 62 with 15 yrs	Average 3 Highest Years	16.93%	10.1%	0%	10.1%	1.45%
Oregon	Oregon PERS Full Formula Tier I	2% @ 55, or at age 50 with 25 years of service	Average 3 highest years	9.5%	6%	6%	0%	7.65%

TABLE 11-E (Other Law Enforcement) RETIREMENT PLAN PRACTICES – ALL CLASSES (INVESTIGATOR & SUPERVISING INVESTIGATOR)								
Agency	**Type of Retirement Plan**	**Retirement Benefit**	**Retirement Formula**	**Employer Contribution (%)**	**Employee Contribution (%)**	**% of Employee Contribution paid by Employer**	**% of Employee Contribution paid by Employee**	**Social Security Rate**
Pennsylvania	SERS	50% highest yr w/ 20 yrs 75% highest yr w/ 25+ yrs	Single Highest Year	SERS Board determines rate annually – currently 3% of payroll	6.25%	0%	6.25%	7.65%
Texas	ERS	2.8% @ 50	Average Highest 3 Years	6.45%	6%	0%	6%	7.65%
Washington	Public Safety Employees Retirement System – Plan 2	2% for each year of service credit with full retirement benefits at age 65 with at least five years of service credit; full retirement at age 60 with 10 years of PSERS service credit	60 consecutive highest paid service credit months	8.53%	6.57%	0%	6.57%	7.65%
Federal Government (RUS)	FERS	DNA	DNA	11.5%	DNA	DNA	DNA	7.65%

Appendix 5

Sample Survey Instrument

STATE OF CALIFORNIA

DEPARTMENT OF PERSONNEL ADMINISTRATION

TOTAL COMPENSATION SURVEY

LAW ENFORCEMENT CLASSES

January 2007

Introduction

CPS Human Resource Services, on behalf of the State of California Department of Personnel Administration (DPA) is conducting a total compensation survey for selected law enforcement classes. DPA has identified your agency as part of the State of California labor market and would greatly appreciate your assistance in collecting the necessary information.

This survey is divided into three sections, based upon the types of classes being surveyed, which are:

- Section 1 - Patrol/State Trooper Classes
- Section 2 - Correctional/Custody Classes
- Section 3 - Other Law Enforcement Classes

The first page of each section contains a brief description of the survey classes within that section followed by detailed descriptors and data collection sheets. For each survey classification, there are questions with respect to the salaries paid, and the number of budgeted and filled positions. There are also sections regarding bargaining unit composition and cost of living adjustments, and for some classes, general questions on how some functions are handled within your agency.

We are also seeking information regarding benefits and premium pay practices that may be detailed within your agency's Memoranda of Understanding (MOU), salary schedules, personnel resolutions, benefits summaries and related human resources documentation. CPS is seeking access to this documentation so that we can gather the benefit and premium pay data and then contact you to validate that data. The premium pay and benefits information that will be collected and compiled by CPS includes:

- Retirement information
  - Retirement formula, e.g. 3%@50
  - Final compensation for retirement formula, e.g. single highest year, average of three years
  - Any differing retirement practices for new employees
  - Any benefits caps, e.g. 90% of final pay
  - Social security practices (e.g. participation at full rate or Medi-Care rate)
- Longevity pay
- Employer contributions to deferred compensation plans
- Education incentives
- Uniform pay
- Motorcycle pay
- Fitness pay
- Other premium pay offered
- Cafeteria plan practices including any cash back provisions
- Employer contribution to the most commonly used medical, dental and vision plans
- Prescription drug coverage and any employer/employee contributions required for coverage
- Life insurance benefit and premium cost
- Accidental Death and Dismemberment insurance benefit and premium cost
- Short term disability plan practices
- Long term disability benefit and premium cost

- Retiree medical plan practices including:
  - Premiums paid for all coverage categories
  - Eligibility requirements
  - Vesting practices
- Leave practices including:
  - Vacation
  - Holidays
  - Sick leave
  - Administrative leave
  - Leave buyback practices

As mentioned above, this benefits and premium pay practices information will be compiled by CPS, but we will need your assistance in obtaining the relevant documentation such as MOU's, benefits summaries and personnel resolutions.

Participating Agency Contact Information

Please complete the following information so that we can track responses and follow-up as necessary.

Agency Name

Address

Contact Name Title

Telephone Number Fax Number E-mail Address

Website where agency human resources and labor relations documentation such as MOU's, benefits summaries, classification specifications, salary schedules reside:_____

Please return your completed survey by February 16, 2007 to:

CPS Human Resource Services
Attn: Deborah Owen
241 Lathrop Way
Sacramento, CA 95815
dowen@cps.ca.gov
916-471-3122

If you have questions please contact Debbie at the phone number above.

General Information/Survey Instructions

This section of the survey is used to (i) collect general information on your agency's size and compensation practices, and (ii) provide information on the survey packet content and instructions on how each section should be completed.

General Information

What is the total number of full-time employees within your agency? _____

Please provide details of your salary plan structure/administration. If your agency utilizes an open range plan, please provide the control point (e.g. mid-point, range maximum or any other point within the range).

- Step plan (indicate number of steps) _____
- Open range (indicate control point) _____

Survey Instructions

This survey is divided into three sections, based upon the types of classes being surveyed, which are:

- Section 1 – Patrol/State Trooper Classes
- Section 2 - Correctional/Custody Classes
- Section 3 - Other Law Enforcement Classes

If you have these classes within your organization, then all three sections should be completed. However, we anticipate that some agencies may not utilize classes that match every one of the survey classes.

Each survey section includes salary data collection sheets for the survey classifications that include a descriptor and asks you to provide the following information on a class by class basis:

- Your agency's comparable class title.
- The monthly minimum and maximum salary provided to the comparable class; this salary data should be effective January 1, 2007.
- The number of budgeted and filled positions within your agency for each comparable class.

If your agency does not have a comparable class, please indicate that you have no match. If your agency uses any class or classes that perform similar duties, please so indicate on the "Comments" line. Any other relevant information can be placed on that line as well.

Each section also requests the identification of the bargaining units representing the employees in the survey classifications. While much of the premium pay and benefits data will be compiled by CPS for review by your agency at a later date, your assistance in providing the requested information on bargaining unit composition and cost of living adjustments in each of the sections is most appreciated.

SECTION 1 – PATROL/STATE TROOPER CLASSIFICATIONS

- **Patrol Officer/State Trooper** – Sworn classification performing Patrol Officer/State Trooper law enforcement duties.
- **Sergeant** – Sworn classification serving as a first-level supervisor to a group of law enforcement officers.
- **Captain** – Sworn classification serving as a field office commander or in charge of a major staff function in a headquarters or division office.
- **Regional/Divisional Chief** – Sworn classification serving as a regional/divisional chief directing the activities of a geographic area or headquarters division.

Section 1.1: Salary Data

This section of the survey requests base salary information, as well as the number of positions within each classification, both budgeted and filled. If there is no comparable classification, please so indicate. Also, please identify any classification(s) that performs related duties under the "Comments" section in each box. The effective date for this salary data should be **January 1, 2007.**

SALARY SURVEY DESCRIPTION AND DATA COLLECTION SHEET
PATROL/STATE TROOPER CLASSES
EFFECTIVE DATE OF SALARIES: JANUARY 1, 2007

Patrol Officer/State Trooper

As a sworn peace officer, performs law enforcement duties on behalf of the public to protect life and property, and to preserve law and order; performs patrol duties; enforces laws and regulations; issues citations; serves court-issued warrants; makes arrests; recovers evidence and provides for its safekeeping; conducts preliminary investigations and prepares written reports on law violations; gathers evidence; interviews witnesses, victims, informants and suspects for information supporting criminal complaints; testifies in court.

Comparable Classification _____

Monthly Minimum Salary _____ Maximum Monthly Salary _____

No. of Budgeted Positions _____ No. of Filled Positions _____

Comments _____

_____

Sergeant

As a sworn peace officer, serves as first-level supervisor to a group of law enforcement officers. Monitors and supervises law enforcement officers' activities in the field; conducts performance evaluations; conducts briefing sessions; provides training; prepares work schedules; serves as the Incident Commander at major incidents; conducts citizen complaint investigations and internal or administrative investigations.

Comparable Classification _____

Monthly Minimum Salary _____ Maximum Monthly Salary _____

No. of Budgeted Positions _____ No. of Filled Positions _____

Comments _____

_____

SALARY SURVEY DESCRIPTION AND DATA COLLECTION SHEET
PATROL/STATE TROOPER CLASSES
EFFECTIVE DATE OF SALARIES: JANUARY 1, 2007

Captain

As a sworn peace officer, serves as commander of an assigned field office, and third-level supervisor of law enforcement officers or has charge of a major staff function in a headquarters or division office. Plans, organizes and assigns required duties within a command or patrol area; monitors office and field activities to ensure compliance with rules and regulations; promotes and manages the department's programs; directs second-level supervisors; interprets and coordinates the application of departmental policies and procedures within the command; assigns, directs and coordinates punitive action investigations within the command and takes appropriate action; provides information to the media on command activities.

Comparable Classification _____

Monthly Minimum Salary _____ Maximum Monthly Salary _____

No. of Budgeted Positions _____ No. of Filled Positions _____

Comments _____

_____

Regional/Divisional Chief

As a sworn peace officer, serves as regional or divisional chief and plans, organizes, and directs the activities in a geographic area or headquarters division; conducts staff meetings and briefings to provide discussion and direction on programs, policies and procedures; represents the department to community groups and the media; supervises personal staff directly and line staff functionally through subordinate supervisors; monitors program operations through personal inspection, evaluation of operational and related reports, and review of budget-related documents; reviews and evaluates grievances and punitive actions to determine appropriate course of action.

Comparable Classification _____

Monthly Minimum Salary _____ Maximum Monthly Salary _____

No. of Budgeted Positions _____ No. of Filled Positions _____

Comments _____

_____

Section 1.2: Bargaining Unit Composition

Please place information on the bargaining units representing the Patrol/State Trooper classifications within your agency in the table below.

BARGAINING UNIT COMPOSITION/DETAILS – PATROL/STATE TROOPER CLASSES		
Survey Class	**Bargaining Unit Name**	**Agreement Dates (Start/Expiration)**
Patrol Officer/State Trooper		
Sergeant		
Captain		
Regional/Divisional Chief		

Section 1.3: Cost of Living Adjustments

Please identify the date and amount of the next cost of living adjustment for each of the survey classifications.

NEXT COST OF LIVING OR EQUITY ADJUSTMENTS – PATROL/STATE TROOPER CLASSES		
Survey Class	**Cost of Living or Equity Adjustment**	
	Date	**Amount**
Patrol Officer/State Trooper		
Sergeant		
Captain		
Regional/Divisional Chief		

SECTION 2 – CORRECTIONAL AND CUSTODY CLASSIFICATIONS

- **Correctional Officer** – Sworn classification providing public protection by supervising inmates and enforcing relevant laws and regulations.
- **Correctional Sergeant** – Sworn classification serving as a first-level supervisor to a group of Correctional Officers, and/or assuming responsibility for an inmate custody area such as dining room, kitchen, cell blocks and storeroom.
- **Correctional Captain** – Sworn classification directing the work of lower-level sworn staff in correctional facility operations, or directing investigations, or assuming management responsibility for a headquarters function.
- **Warden** – Assumes responsibility for overall operations of a correctional facility.
- **Parole Agent** – Sworn classification providing needs assessment, supervision and guidance of parolees.

Section 2.1: Salary Data

This section of the survey requests base salary information, as well as the number of positions within each classification, both budgeted and filled. If there is no comparable classification, please so indicate. Also, please identify any classification(s) that performs related duties under the "Comments" section in each box. If your agency uses a Deputy Sheriff classification to perform these duties, it should be matched as a comparable classification; if there are multiple levels within the Deputy Sheriff series, match the level with responsibility for the supervision of inmates. The effective date for this salary data should be **January 1, 2007.**

SALARY SURVEY DESCRIPTION AND DATA COLLECTION SHEET
CORRECTIONAL AND CUSTODY CLASSES
EFFECTIVE DATE OF SALARIES: JANUARY 1, 2007

Correctional Officer

As a sworn peace officer, provides public protection by enforcing laws and regulations while supervising the conduct of inmates of a correctional facility, jail or camp. Performs duties that vary among facilities or camps due to varying security levels of inmates, design of facilities, geographical location, watch assignment, and the number of inmates; disarms, subdues and applies restraints to inmates; stands watch and maintains visual surveillance from observation tower; detects illegal activities; inspects inmate quarters and performs inmate headcounts; transports inmates. Assignment areas may include duty in towers, housing units, reception centers, kitchens, outside crew supervision, search and escort, control booths, yard, gun posts, and transportation.

Comparable Classification _____

Monthly Minimum Salary _____ Maximum Monthly Salary _____

No. of Budgeted Positions _____ No. of Filled Positions _____

Comments _____

_____

Correctional Sergeant

As a sworn peace officer in a correctional facility, serves as first-level supervisor of Correctional Officers in an assigned major area or on an assigned watch to ensure the safe custody, discipline and welfare of inmates. Correctional Sergeants may also be in charge of the custodial functions in limited but difficult and responsible areas of activities, such as in dining room, kitchen, visiting room, mail room, cell blocks, storeroom, receiving and release unit, or control room. Makes inspection tours to ensure Correctional Officers are alert and diligent in the performance of their duties; directs the inspection of inmate quarters; prepares and conducts employee performance evaluations.

Comparable Classification _____

Monthly Minimum Salary _____ Maximum Monthly Salary _____

No. of Budgeted Positions _____ No. of Filled Positions _____

Comments _____

_____

SALARY SURVEY DESCRIPTION AND DATA COLLECTION SHEET
CORRECTIONAL AND CUSTODY CLASSES
EFFECTIVE DATE OF SALARIES: JANUARY 1, 2007

Correctional Captain

As a sworn peace officer, and under general direction either (1) plans, organizes, and directs the daily operations of Correctional Officers, Sergeants and Lieutenants in the safe custody, discipline, and welfare of the inmates in a correctional facility; or (2) directs investigative workload within a correctional facility with responsibility for the investigation and referral for prosecution of all criminal matters relative to the institution's operations; or (3) performs technical or supervisory duties as a management assistant to a headquarters administrator in such broad areas as transportation, background investigations and training.

Comparable Classification _____

Monthly Minimum Salary _____ Maximum Monthly Salary _____

No. of Budgeted Positions _____ No. of Filled Positions _____

Comments _____

_____

Warden

Under administrative direction, is responsible for the overall operation of a correctional facility. Generally supervises education and treatment programs for inmates; business, financial, and maintenance operations, and selection of institutional staff.

Comparable Classification _____

Monthly Minimum Salary _____ Maximum Monthly Salary _____

No. of Budgeted Positions _____ No. of Filled Positions _____

Comments _____

_____

SALARY SURVEY DESCRIPTION AND DATA COLLECTION SHEET
CORRECTIONAL AND CUSTODY CLASSES
EFFECTIVE DATE OF SALARIES: JANUARY 1, 2007

Parole Agent

As a sworn peace officer, carries a case load of adult parolees from correctional facilities; provides needs assessment, supervision and guidance to parolees; arranges for services for parolees such as employment, education, counseling, housing, and medical care to facilitate transition to civilian life; conducts investigations when parole violation or criminal behavior is alleged, including interviewing, surveillance and search and seizure; participates in the assessment of parolees' risk to the community and type of services required; makes recommendations to administrative paroling authority regarding case dispositions.

Comparable Classification _____

Monthly Minimum Salary _____ Maximum Monthly Salary _____

No. of Budgeted Positions _____ No. of Filled Positions _____

Comments _____

_____

Section 2.2: Bargaining Unit Composition

Please place information on the bargaining units representing Correctional and Custody classifications within your agency in the table below.

BARGAINING UNIT COMPOSITION/DETAILS –CORRECTIONAL AND CUSTODY CLASSES		
Survey Class	**Bargaining Unit Name**	**Agreement Dates (Start/Expiration)**
Correctional Officer		
Correctional Sergeant		
Correctional Captain		
Warden		
Parole Agent		

Section 2.3: Cost of Living Adjustments

Please identify the date and amount of the next cost of living adjustment for each of the survey classifications.

NEXT COST OF LIVING OR EQUITY ADJUSTMENTS – CORRECTIONAL AND CUSTODY CLASSES		
Survey Class	**Cost of Living or Equity Adjustment**	
	Date	**Amount**
Correctional Officer		
Correctional Sergeant		
Correctional Captain		
Warden		
Parole Agent		

SUPPLEMENTAL QUESTIONS – CORRECTIONAL AND CUSTODY SECTION

1. Does your agency use personnel that do not have peace officer status to supervise the conduct of inmates? ☐ Yes ☐ No

   If "Yes" please list below the classification(s) which perform these duties.

   Classification _____

   Classification _____

   Classification _____

2. Are there other features of your classification plan relating to the custody and supervision of inmates that should be noted? ☐ Yes ☐ No

   If so, please explain:_____

   _____

   _____

SECTION 3 - OTHER LAW ENFORCEMENT CLASSIFICATIONS

- **Special Agent**– Sworn classification conducting a wide range of complex and sensitive civil and criminal investigations and enforcement activities.
- **Investigator** – Sworn classification performing journey-level investigative duties by conducting investigations to detect or verify suspected violations of laws, rules or regulation, typically in a specific subject matter area.
- **Park Ranger** – Sworn classification performing professional and technical duties in park units involving patrol, safety and law enforcement operations and resource protection.
- **Criminalist** –Journey-level classification responsible for conducting examinations of crime scenes for physical evidence and the scientific analysis of that evidence.
- **Special Agent-in-Charge** – Sworn classification responsible for planning, organizing, and directing the work of a group of Special Agents in a designated geographical area or a statewide enforcement program or managing multiple programs or functions.
- **Supervising Investigator** – Sworn classification serving as first-level supervisor to a group of Investigators to detect or verify suspected violations of laws, rules or regulations or assisting a superior in headquarters office.

Section 3.1: Salary Data

This section of the survey requests base salary information, as well as the number of positions within each classification, both budgeted and filled. If there is no comparable classification, please so indicate. Also please identify any classification(s) that performs related duties under the "Comments" section in each box. The effective date for this salary data should be **January 1, 2007.**

SALARY SURVEY DESCRIPTION AND DATA COLLECTION SHEET
OTHER LAW ENFORCEMENT CLASSES
EFFECTIVE DATE OF SALARIES: JANUARY 1, 2007

Special Agent

As a sworn peace officer, conducts a wide range of complex and sensitive civil and criminal investigations and enforcement activities; assignments include, but are not limited to, controlled substances, organized crime, terrorism, illegal weapons, anti-trust violations, fraud and related civil and criminal violations; plans and coordinates activities with other law enforcement jurisdictions; interrogates suspects and makes arrests; assists prosecutors in case preparation and appears as a witness; may provide lead direction and training to law enforcement personnel. Within the State of California, the use of this classification is limited to the Department of Justice.

Comparable Classification _____

Monthly Minimum Salary _____ Maximum Monthly Salary _____

No. of Budgeted Positions _____ No. of Filled Positions _____

Comments _____

_____

Investigator

As a sworn peace officer, performs journey-level investigative duties typically within a specific subject matter area/operating agency; conducts independent and difficult investigations to detect or verify suspected violations of laws, rules or regulations; interprets and explains the provisions of laws, rules or regulations; locates and interviews witnesses and persons suspected of violations; evaluates their testimony; obtains and presents facts and evidence to support administrative action or prosecution; prepares cases and appears as a witness in court or at administrative hearings.

Comparable Classification _____

Monthly Minimum Salary _____ Maximum Monthly Salary _____

No. of Budgeted Positions _____ No. of Filled Positions _____

Comments _____

_____

SALARY SURVEY DESCRIPTION AND DATA COLLECTION SHEET
OTHER LAW ENFORCEMENT CLASSES
EFFECTIVE DATE OF SALARIES: JANUARY 1, 2007

Park Ranger

As a sworn peace officer, works primarily in field districts of the park system including parks, reserves, historical units, recreational areas, beaches, wayside campgrounds, underwater parks, and off-highway motor vehicle recreation areas. The position performs professional and technical duties in park units involving patrol, safety and law enforcement operations and resource protection; performs patrol duties; issues citations; writes reports; makes physical arrests for misdemeanors, felonies and warrants; conducts criminal and administrative investigations.

Comparable Classification _____

Monthly Minimum Salary _____ Maximum Monthly Salary _____

No. of Budgeted Positions _____ No. of Filled Positions _____

Comments _____

_____

Criminalist

Journey-level professional classification responsible for conducting examinations of crime scenes for physical evidence; makes chemical analyses such as alcohol determinations, toxicological analyses of foods and body viscera and fluids; tests for drugs and explosives; makes the difficult microscopic, chemical, and serological tests on blood and other physiological fluid stains; identifies and compares substances in forensic cases; makes visual examinations and comparisons of tool marks, firearms and other weapons, bullets, cartridge cases and ammunition; prepares evidence and exhibits and testifies in court as expert witnesses; assists local law enforcement officers and prosecutors in analyzing and interpreting evidence; writes reports and correspondence.

Comparable Classification _____

Monthly Minimum Salary _____ Maximum Monthly Salary _____

No. of Budgeted Positions _____ No. of Filled Positions _____

Comments _____

_____

SALARY SURVEY DESCRIPTION AND DATA COLLECTION SHEET
OTHER LAW ENFORCEMENT CLASSES
EFFECTIVE DATE OF SALARIES: JANUARY 1, 2007

Special Agent-in-Charge

As a sworn peace officer, this management position (1) plans, organizes, directs the work of Special Agents in a designated geographical area or a statewide enforcement program; or (2) manages multiple, specialized, investigative, enforcement, or training programs or projects. Within the State of California, the use of this classification is limited to the Department of Justice.

Comparable Classification _____

Monthly Minimum Salary _____ Maximum Monthly Salary _____

No. of Budgeted Positions _____ No. of Filled Positions _____

Comments _____

_____

Supervising Investigator

As a sworn peace officer, (1) serves as first-level supervisor to a group of Investigators in the performance of investigations to detect or verify suspected violations of laws, rules or regulations; or (2) assists a superior in headquarters office to plan and direct a major investigation program; directs or conducts complex investigations; prepares cases and appears in court or in administrative hearings.

Comparable Classification _____

Monthly Minimum Salary _____ Maximum Monthly Salary _____

No. of Budgeted Positions _____ No. of Filled Positions _____

Comments _____

_____

Section 3.2: Bargaining Unit Composition

Please place information on the bargaining units representing Other Law Enforcement classifications within your agency in the table below.

BARGAINING UNIT COMPOSITION/DETAILS –OTHER LAW ENFORCEMENT CLASSES		
Survey Class	**Bargaining Unit Name**	**Agreement Dates (Start/Expiration)**
Special Agent		
Investigator		
Park Ranger		
Criminalist		
Special Agent-in-Charge		
Supervising Investigator		

Section 3.3: Cost of Living Adjustments

Please identify the date and amount of the next cost of living adjustment for each of the survey classifications.

NEXT COST OF LIVING OR EQUITY ADJUSTMENTS –OTHER LAW ENFORCEMENT CLASSES		
Survey Class	**Cost of Living or Equity Adjustment**	
	Date	**Amount**
Special Agent		
Investigator		
Park Ranger		
Criminalist		
Special Agent-in-Charge		
Supervising Investigator		

SUPPLEMENTAL QUESTIONS – OTHER LAW ENFORCEMENT CLASSES SECTION

1. In addition to the classifications matched in this survey, does your agency use any other sworn classifications to investigate suspected violations of law? ☐ Yes ☐ No

   If "Yes", please list below the classification(s) performing these duties.

   Classification _____

   Classification _____

   Classification _____

2. In addition to the sworn classifications matched in this survey, does your agency use job classifications that do not have peace officer status to conduct investigations? ☐ Yes ☐ No

   If "Yes", please list below the classification(s) performing these duties.

   Classification _____

   Classification _____

   Classification _____

3. Are there other features of your classification plan relating to the conduct of investigations that should be noted? ☐ Yes ☐ No

   If "Yes", please explain:_____

   _____

   _____

Appendix 6

Sample Survey Data Collection Form

Agency Name _____

ALL DATA SHOULD BE EFFECTIVE JANUARY 1, 2007

PATROL/STATE TROOPER CLASSIFICATIONS

Survey Classification	Matched Classification
Officer	
Sergeant	
Captain	
Regional/Divisional Chief	

Agency Name _____

Section 1 - Bargaining Unit Composition – Patrol/State Trooper

BARGAINING UNIT COMPOSITION/DETAILS – PATROL/STATE TROOPER		
Survey Classification	**Bargaining Unit Name**	**Agreement Dates (Start/Expiration)**
Officer		
Sergeant		
Captain		
Regional/Division Chief		

Agency Name _____

Section 2 - Weekly Work Schedule and Overtime Details

This section of the survey is designed to capture details of the work week for each survey classification, as well as any overtime provisions.

WORK WEEK SCHEDULES – PATROL/STATE TROOPER		
Survey Classification	**Daily/Weekly Schedule (e.g. 8 hour day, 9 hour day, etc)**	**Overtime Rate/Special Details**
Officer		
Data Source:		
Sergeant		
Data Source:		
Captain		
Data Source:		
Regional/Divisional Chief		
Data Source:		

Agency Name _____

Section 3 – Premium Pay Amounts

This section of the survey captures premium pay amounts paid to each survey classification. Please identify the premium pay amount for each category and then identify any classifications that receive this premium pay. Premium pay categories can also be assignment areas such as K-9, aircraft or helicopter pilot/observer, detective, SWAT, etc.

PREMIUM PAY PRACTICES PATROL/STATE TROOPER		
Premium Pay Type	**Premium Pay Amount**	**Class(es) Receiving Premium Pay**
Uniform Allowance		
Data source:		
Uniform Allowance		
Data source:		
Motorcycle Pay		
Data source:		
Motorcycle Pay		
Data source:		

Agency Name _____

PREMIUM PAY PRACTICES PATROL/STATE TROOPER		
Premium Pay Type	**Premium Pay Amount**	**Class(es) Receiving Premium Pay**
Shift Pay (List type of shift)		
Data source:		
Shift Pay (List type of shift)		
Data Source:		
Shift Pay (List type of shift)		
Data Source:		
Longevity Pay (List all levels of longevity pay, the year in which they are applicable and the amount)		
Data Source:		
Longevity Pay (List all levels of longevity pay, the year in which they are applicable and the amount.		

Agency Name _____

PREMIUM PAY PRACTICES PATROL/STATE TROOPER		
Premium Pay Type	**Premium Pay Amount**	**Class(es) Receiving Premium Pay**
Data Source:		
Fitness Pay		
Data Source:		
Fitness Pay		
Data Source:		
Employer contribution to deferred compensation		
Data Source:		
Employer contribution to deferred compensation		
Data Source:		
Any other premium pay amounts		
Data Source:		
Any other premium pay amounts		
Data Source:		

Agency Name _____

PREMIUM PAY PRACTICES PATROL/STATE TROOPER		
Premium Pay Type	**Premium Pay Amount**	**Class(es) Receiving Premium Pay**
Any other premium pay amounts		
Data Source:		
Any other premium pay amounts		
Data Source:		
Any other premium pay amounts		
Data Source:		
Any other premium pay amounts		
Data Source:		
Any other premium pay amounts		
Data Source:		
Any other premium pay amounts		
Data Source:		

Agency Name _____

PREMIUM PAY PRACTICES PATROL/STATE TROOPER		
Premium Pay Type	**Premium Pay Amount**	**Class(es) Receiving Premium Pay**
Any other premium pay amounts		
Data Source:		
Any other premium pay amounts		
Data Source:		

Agency Name _____

Section 4 – Education Incentive Amounts

This section of the survey captures the education incentive pay provided to each survey class. List all incentives provided under the relevant category, and then identify the most each class can receive – MOU language may address the practice as "stacking" or "pyramiding", or "cumulative". If you see the term **"compounded"**, then it means that the total incentive is compounded, e.g. base salary times Education Incentive #1 times Education Incentive #2.

EDUCATION INCENTIVE PRACTICES PATROL/STATE TROOPER			
Survey Classification	**Certification/Education/Amount**		**Maximum Amount Paid for All Incentives Per Month**
	Certifications/Amount Per Month as Percentage of Pay or Flat Amount	**Education/Amount Per Month as Percentage of Pay or Flat Amount**	
Officer	POST Basic POST Intermediate POST Advanced Other	AA Degree BA Degree MA Degree Other	
Data Source:			
Sergeant	POST Intermediate POST Advanced POST Supervisory Other	AA Degree BA Degree MA Degree Other	
Data Source:			

Agency Name _____

EDUCATION INCENTIVE PRACTICES PATROL/STATE TROOPER			
Survey Classification	**Certification/Education/Amount**		**Maximum Amount Paid for All Incentives Per Month**
	Certifications/Amount Per Month as Percentage of Pay or Flat Amount	**Education/Amount Per Month as Percentage of Pay or Flat Amount**	
Captain	POST Advanced POST Supervisory POST Management Other	AA Degree BA Degree MA Degree Other	
Data Source:			
Regional/Divisional Chief	POST Supervisory POST Management POST Executive Other	AA Degree BA Degree MA Degree Other	
Data Source:			

Agency Name _____

Section 5 - Employer Contribution to Benefits Programs

Identify the employer contribution amount for each benefit category for each survey classification. If two classes receive the same benefit, you can so state by placing that information into the appropriate cell. For example, if the Sergeant receives the same medical amounts as the Officer, then you can place "Same as Officer" in the Sergeant box.

EMPLOYER CONTRIBUTION TO BENEFITS PROGRAMS PATROL/STATE TROOPER			
CAFETERIA PLAN PRACTICES (IF PROVIDED IN LIEU OF CONTRIBUTIONS TO HEALTH PLANS)			
Enter the maximum amount paid by the employer and what benefits the payment is intended to cover, e.g. medical, dental, life, etc.			
Officer	**Sergeant**	**Captain**	**Reg./Div. Chief**
Data Source:			
If your employees can receive payment in lieu of benefits, please provide the maximum amount they can receive, and indicate whether they can receive it in cash or deferred compensation.			
Officer	**Sergeant**	**Captain**	**Reg./Div. Chief**
Max. Amount Cash Deferred Comp	Max. Amount Cash Deferred Comp	Max. Amount Cash Deferred Comp	Max. Amount Cash Deferred Comp
Data Source:			

Agency Name _____

EMPLOYER CONTRIBUTION TO BENEFITS PROGRAMS PATROL/STATE TROOPER

Does the health plan include prescription drug coverage? If no, confirm how much extra the employer and/or employee must pay for coverage

Officer	Sergeant	Captain	Reg./Div. Chief
Yes No (Employer cost) No (Employee cost)	Yes No (Employer cost) No (Employee cost)	Yes No (Employer cost) No (Employee cost)	Yes No (Employer cost) No (Employee cost)

Data Source:

MEDICAL PLAN

List the **employer's** ***maximum*** contribution for full family coverage for the most commonly used plan

Officer	Sergeant	Captain	Reg./Div. Chief

List the **employee's** ***maximum*** contribution for full family coverage for the most commonly used plan

Officer	Sergeant	Captain	Reg./Div. Chief

List the name of the most commonly used plan

Officer	Sergeant	Captain	Reg./Div. Chief

Data Source:

Agency Name _____

EMPLOYER CONTRIBUTION TO BENEFITS PROGRAMS PATROL/STATE TROOPER			
DENTAL PLAN			
List the **employer's** ***maximum*** contribution for full family coverage for the most commonly used plan			
Officer	**Sergeant**	**Captain**	**Reg./Div. Chief**
List the **employee's** ***maximum*** contribution for full family coverage for the most commonly used plan			
Officer	**Sergeant**	**Captain**	**Reg./Div. Chief**
List the name of the most commonly used plan			
Officer	**Sergeant**	**Captain**	**Reg./Div. Chief**
Data Source:			
VISION PLAN			
List the **employer's** ***maximum*** contribution for full family coverage for the most commonly used plan			
Officer	**Sergeant**	**Captain**	**Reg./Div. Chief**

Agency Name _____

EMPLOYER CONTRIBUTION TO BENEFITS PROGRAMS PATROL/STATE TROOPER

VISION PLAN

List the **employee's** ***maximum*** contribution for full family coverage for the most commonly used plan

Officer	Sergeant	Captain	Reg./Div. Chief

Data Source:

OTHER HEALTH CONTRIBUTIONS

Does your agency contribute any additional amounts, not already reported, to the cost of health care? If yes, please indicate the monthly amount below, if no please indicate N/A.

Officer	Sergeant	Captain	Reg./Div. Chief

Data Source:

LIFE INSURANCE

List the benefit (e.g. $25,000 or 1 time annual salary) and cost (e.g. $0.35 per $1,000). If your agency does not offer this benefit, place "N/A" in the box.

Officer	Sergeant	Captain	Reg./Div. Chief
Benefit Cost	Benefit Cost	Benefit Cost	Benefit Cost

Data Source:

Agency Name _____

SHORT TERM DISABILITY			
List whether or not your agency provides this benefit by leaving the correct answer in the box and deleting the other response.			
Officer	**Sergeant**	**Captain**	**Reg./Div. Chief**
Yes No	Yes No	Yes No	Yes No
Data Source:			

LONG TERM DISABILITY			
List the benefit (e.g. 60% of base salary) any caps (e.g. $5,000 per month) and cost (e.g. $0.85 per $100). If your agency does not offer this benefit, place "N/A" in the box.			
Officer	**Sergeant**	**Captain**	**Reg./Div, Chief**
Benefit Cap Cost	Benefit Cap Cost	Benefit Cap Cost	Benefit Cap Cost
Data Source:			

ACCIDENTAL DEATH AND DISMEMBERMENT PROGRAM			
List the benefit (e.g. $25,000 or 1 time annual salary) and cost (e.g. $0.08 per $1,000). If your agency does not offer this benefit, place "N/A" in the box. If the cost of this plan is included in your life insurance plan, please write "Inc in life" on the cost line			
Officer	**Sergeant**	**Captain**	**Reg./Div, Chief**
Benefit Cost	Benefit Cost	Benefit Cost	Benefit Cost
Data Source:			

Agency Name _____

EMPLOYER CONTRIBUTION TO BENEFITS PROGRAMS PATROL/STATE TROOPER			
RETIREE MEDICAL PLAN			
List the **employer's** ***maximum*** contribution for the most commonly used medical plan for the listed categories of retirees. If your agency does not offer coverage for the specific category, place "N/A" next to the category.			
Officer	**Sergeant**	**Captain**	**Reg./Div, Chief**
Retiree Only Retiree/Spouse Retiree/Family	Retiree Only Retiree/Spouse Retiree/Family	Retiree Only Retiree/Spouse Retiree/Family	Retiree Only Retiree/Spouse Retiree/Family
List the **employee's** ***maximum*** contribution for the most commonly used plan for the listed categories. If your agency does not offer coverage for the specific category, place "N/A" next to the category			
Officer	**Sergeant**	**Captain**	**Reg./Div, Chief**
Retiree Only Retiree/Spouse Retiree/Family	Retiree Only Retiree/Spouse Retiree/Family	Retiree Only Retiree/Spouse Retiree/Family	Retiree Only Retiree/Spouse Retiree/Family
List the name of the most commonly used plan			
Officer	**Sergeant**	**Captain**	**Reg./Div, Chief**
Data Source:			
RETIREE MEDICAL PLAN			

Agency Name _____

EMPLOYER CONTRIBUTION TO BENEFITS PROGRAMS PATROL/STATE TROOPER

Does the retiree health plan include prescription drug coverage? If no, confirm how much extra the employer and/or employee must pay for coverage if available.

Officer	Sergeant	Captain	Reg./Div. Chief
Yes No (Employer cost) No (Employee cost)	Yes No (Employer cost) No (Employee cost)	Yes No (Employer cost) No (Employee cost)	Yes No (Employer cost) No (Employee cost)

Data Source:

Is there an eligibility requirement (e.g. 5 years of service) or vesting schedule (e.g. 100% vested at 20 years) for retiree medical programs? If the answer is yes, identify the requirement and/or vesting schedule.

Officer	Sergeant	Captain	Reg./Div, Chief
No Yes Requirement/Vesting Schedule	No Yes Requirement/Vesting Schedule	No Yes Requirement/Vesting Schedule	No Yes Requirement/Vesting Schedule

Data Source:

When was the last time this benefit changed? Identify the previous practice and the date the change occurred.

Officer	Sergeant	Captain	Reg./Div, Chief

Agency Name _____

EMPLOYER CONTRIBUTION TO BENEFITS PROGRAMS PATROL/STATE TROOPER			
Benefit changed on (date) Previous practice	Benefit changed on (date) Previous practice	Benefit changed on (date) Previous practice	Benefit changed on (date) Previous practice
Data Source:			
RETIREMENT PLAN			
List the type of retirement plan your agency has, e.g. PERS, 37 Act			
Officer	**Sergeant**	**Captain**	**Reg./Div, Chief**
List the retirement benefit, e.g. 3%@50, etc.			
Officer	**Sergeant**	**Captain**	**Reg./Div, Chief**
List the retirement formula, e.g. single highest year, average three highest years, etc.			
Officer	**Sergeant**	**Captain**	**Reg./Div, Chief**

Agency Name _____

EMPLOYER CONTRIBUTION TO BENEFITS PROGRAMS PATROL/STATE TROOPER			
What is the total ***Employer*** contribution, as a percentage of base salary?			
Officer	**Sergeant**	**Captain**	**Reg./Div, Chief**
Data Source:			

RETIREMENT PLAN			
What is the total ***Employee*** contribution, regardless of who pays it, as a percentage of base salary? If your agency is not under PERS, base your response on the amount required for an employee who is 35 years old with 15 years of service.			
Officer	**Sergeant**	**Captain**	**Reg./Div, Chief**
Data Source:			

What is the percentage of the ***Employee*** contribution paid by ***Employer*** **(**if applicable)			
Officer	**Sergeant**	**Captain**	**Reg./Div, Chief**

Agency Name _____

EMPLOYER CONTRIBUTION TO BENEFITS PROGRAMS PATROL/STATE TROOPER

Data Source:

What is the percentage of the ***Employee*** contribution paid by the ***Employee*** **(**if applicable)

Officer	Sergeant	Captain	Reg./Div, Chief

Data Source:

When was the last time this benefit changed? Identify the previous practice and the date the change occurred.

Officer	Sergeant	Captain	Reg./Div, Chief
Benefit has not changed Benefit changed on (date) Previous practice	Benefit has not changed Benefit changed on (date) Previous practice	Benefit has not changed Benefit changed on (date) Previous practice	Benefit has not changed Benefit changed on (date) Previous practice

Data Source:

Indicate whether your agency participates in Social Security at the full rate of 7.65% (Medicare and FICA), or 1.45% (Medicare only)

Data Source:

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Section 6- Leave Practices

This section of the survey captures leave practices for each survey classification in hours.

LEAVE PRACTICES PATROL AND ENFORCEMENT (P/E)								
Vacation Leave	**Officer**		**Sergeant**		**Captain**		**Reg./Div. Chief**	
Enter the number of hours accrued per year for each year of service, as well as the maximum amount that can be accrued in that year.	Annual Accrual	Max. Accrual	Annual Accrual	Max. Accrual	Annual Accrual	Max. Accrual	Annual Accrual	Max. Accrual
Year 1								
Year 5								
Year 10								
Year 15								
Year 20								
Maximum Accrual List the year of service for maximum accrual _____								
Data Source:								

State of California, Department of Personnel Administration
Total Compensation Survey – Patrol/State Trooper Classifications

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LEAVE PRACTICES PATROL AND ENFORCEMENT (/PE)								
Leave Practices								
Sick Leave	**Officer**		**Sergeant**		**Captain**		**Reg./Div. Chief**	
List the number of hours per year and the maximum number of hours of accrual allowed.	Annual Accrual	Max. Accrual	Annual Accrual	Max. Accrual	Annual Accrual	Max. Accrual	Annual Accrual	Max. Accrual
Data Source:								

Holidays	**Officer**	**Sergeant**	**Captain**	**Reg./Div. Chief**
List the holiday hours provided each year.				
Data Source:				

Administrative Leave	**Officer**	**Sergeant**	**Captain**	**Reg./Div. Chief**
If your agency provides administrative leave for these classes, indicate the number of hours provided per year.	Yes Hours/Year No	Yes Hours/Year No	Yes Hours/Year No	Yes Hours/Year No
Data Source:				

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LEAVE PRACTICES PATROL AND ENFORCEMENT (/PE)				
Leave Practices				
Leave Buy Back	**Officer**	**Sergeant**	**Captain**	**Reg./Div. Chief**
Is there a leave buy back policy for any of the leave categories? If yes, list the leave category and describe the policy.	Yes No	Yes No	Yes No	Yes No
Data Source:				

Appendix 6

Sample Survey Data Collection Form

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ALL DATA SHOULD BE EFFECTIVE JANUARY 1, 2007

PATROL/STATE TROOPER CLASSIFICATIONS

Survey Classification	Matched Classification
Officer	
Sergeant	
Captain	
Regional/Divisional Chief	

Agency Name _____

Section 1 - Bargaining Unit Composition – Patrol/State Trooper

BARGAINING UNIT COMPOSITION/DETAILS – PATROL/STATE TROOPER		
Survey Classification	**Bargaining Unit Name**	**Agreement Dates (Start/Expiration)**
Officer		
Sergeant		
Captain		
Regional/Division Chief		

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Section 2 - Weekly Work Schedule and Overtime Details

This section of the survey is designed to capture details of the work week for each survey classification, as well as any overtime provisions.

WORK WEEK SCHEDULES – PATROL/STATE TROOPER		
Survey Classification	**Daily/Weekly Schedule (e.g. 8 hour day, 9 hour day, etc)**	**Overtime Rate/Special Details**
Officer		
Data Source:		
Sergeant		
Data Source:		
Captain		
Data Source:		
Regional/Divisional Chief		
Data Source:		

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Section 3 – Premium Pay Amounts

This section of the survey captures premium pay amounts paid to each survey classification. Please identify the premium pay amount for each category and then identify any classifications that receive this premium pay. Premium pay categories can also be assignment areas such as K-9, aircraft or helicopter pilot/observer, detective, SWAT, etc.

PREMIUM PAY PRACTICES PATROL/STATE TROOPER		
Premium Pay Type	**Premium Pay Amount**	**Class(es) Receiving Premium Pay**
Uniform Allowance		
Data source:		
Uniform Allowance		
Data source:		
Motorcycle Pay		
Data source:		
Motorcycle Pay		
Data source:		

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PREMIUM PAY PRACTICES PATROL/STATE TROOPER		
Premium Pay Type	**Premium Pay Amount**	**Class(es) Receiving Premium Pay**
Shift Pay (List type of shift)		
Data source:		
Shift Pay (List type of shift)		
Data Source:		
Shift Pay (List type of shift)		
Data Source:		
Longevity Pay (List all levels of longevity pay, the year in which they are applicable and the amount)		
Data Source:		

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PREMIUM PAY PRACTICES PATROL/STATE TROOPER		
Premium Pay Type	**Premium Pay Amount**	**Class(es) Receiving Premium Pay**
Longevity Pay (List all levels of longevity pay, the year in which they are applicable and the amount.		
Data Source:		
Fitness Pay		
Data Source:		
Fitness Pay		
Data Source:		
Employer contribution to deferred compensation		
Data Source:		
Employer contribution to deferred compensation		
Data Source:		
Any other premium pay amounts		
Data Source:		

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PREMIUM PAY PRACTICES PATROL/STATE TROOPER		
Premium Pay Type	**Premium Pay Amount**	**Class(es) Receiving Premium Pay**
Any other premium pay amounts		
Data Source:		
Any other premium pay amounts		
Data Source:		
Any other premium pay amounts		
Data Source:		
Any other premium pay amounts		
Data Source:		
Any other premium pay amounts		
Data Source:		
Any other premium pay amounts		
Data Source:		

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PREMIUM PAY PRACTICES PATROL/STATE TROOPER		
Premium Pay Type	**Premium Pay Amount**	**Class(es) Receiving Premium Pay**
Any other premium pay amounts		
Data Source:		
Any other premium pay amounts		
Data Source:		
Any other premium pay amounts		
Data Source:		

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Section 4 – Education Incentive Amounts

This section of the survey captures the education incentive pay provided to each survey class. List all incentives provided under the relevant category, and then identify the most each class can receive – MOU language may address the practice as "stacking" or "pyramiding", or "cumulative". If you see the term **"compounded"**, then it means that the total incentive is compounded, e.g. base salary times Education Incentive #1 times Education Incentive #2.

EDUCATION INCENTIVE PRACTICES PATROL/STATE TROOPER			
Survey Classification	**Certification/Education/Amount**		**Maximum Amount Paid for All Incentives Per Month**
	Certifications/Amount Per Month as Percentage of Pay or Flat Amount	**Education/Amount Per Month as Percentage of Pay or Flat Amount**	
Officer	POST Basic POST Intermediate POST Advanced Other	AA Degree BA Degree MA Degree Other	
Data Source:			
Sergeant	POST Intermediate POST Advanced POST Supervisory Other	AA Degree BA Degree MA Degree Other	
Data Source:			

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EDUCATION INCENTIVE PRACTICES PATROL/STATE TROOPER			
Survey Classification	**Certification/Education/Amount**		**Maximum Amount Paid for All Incentives Per Month**
	Certifications/Amount Per Month as Percentage of Pay or Flat Amount	**Education/Amount Per Month as Percentage of Pay or Flat Amount**	
Captain	POST Advanced POST Supervisory POST Management Other	AA Degree BA Degree MA Degree Other	
Data Source:			
Regional/Divisional Chief	POST Supervisory POST Management POST Executive Other	AA Degree BA Degree MA Degree Other	
Data Source:			

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Section 5 - Employer Contribution to Benefits Programs

Identify the employer contribution amount for each benefit category for each survey classification. If two classes receive the same benefit, you can so state by placing that information into the appropriate cell. For example, if the Sergeant receives the same medical amounts as the Officer, then you can place "Same as Officer" in the Sergeant box.

EMPLOYER CONTRIBUTION TO BENEFITS PROGRAMS PATROL/STATE TROOPER			
CAFETERIA PLAN PRACTICES (IF PROVIDED IN LIEU OF CONTRIBUTIONS TO HEALTH PLANS)			
Enter the maximum amount paid by the employer and what benefits the payment is intended to cover, e.g. medical, dental, life, etc.			
Officer	**Sergeant**	**Captain**	**Reg./Div. Chief**
Data Source:			
If your employees can receive payment in lieu of benefits, please provide the maximum amount they can receive, and indicate whether they can receive it in cash or deferred compensation.			
Officer	**Sergeant**	**Captain**	**Reg./Div. Chief**
Max. Amount Cash Deferred Comp	Max. Amount Cash Deferred Comp	Max. Amount Cash Deferred Comp	Max. Amount Cash Deferred Comp
Data Source:			

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EMPLOYER CONTRIBUTION TO BENEFITS PROGRAMS PATROL/STATE TROOPER			
Does the health plan include prescription drug coverage? If no, confirm how much extra the employer and/or employee must pay for coverage			
Officer	**Sergeant**	**Captain**	**Reg./Div. Chief**
Yes No (Employer cost) No (Employee cost)	Yes No (Employer cost) No (Employee cost)	Yes No (Employer cost) No (Employee cost)	Yes No (Employer cost) No (Employee cost)
Data Source:			

MEDICAL PLAN			
List the **employer's** ***maximum*** contribution for full family coverage for the most commonly used plan			
Officer	**Sergeant**	**Captain**	**Reg./Div. Chief**
List the **employee's** ***maximum*** contribution for full family coverage for the most commonly used plan			
Officer	**Sergeant**	**Captain**	**Reg./Div. Chief**
List the name of the most commonly used plan			
Officer	**Sergeant**	**Captain**	**Reg./Div. Chief**
Data Source:			

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EMPLOYER CONTRIBUTION TO BENEFITS PROGRAMS PATROL/STATE TROOPER			
DENTAL PLAN			
List the **employer's** ***maximum*** contribution for full family coverage for the most commonly used plan			
Officer	**Sergeant**	**Captain**	**Reg./Div. Chief**
List the **employee's** ***maximum*** contribution for full family coverage for the most commonly used plan			
Officer	**Sergeant**	**Captain**	**Reg./Div. Chief**
List the name of the most commonly used plan			
Officer	**Sergeant**	**Captain**	**Reg./Div. Chief**
Data Source:			
VISION PLAN			
List the **employer's** ***maximum*** contribution for full family coverage for the most commonly used plan			
Officer	**Sergeant**	**Captain**	**Reg./Div. Chief**

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EMPLOYER CONTRIBUTION TO BENEFITS PROGRAMS PATROL/STATE TROOPER

VISION PLAN

List the **employee's** ***maximum*** contribution for full family coverage for the most commonly used plan

Officer	Sergeant	Captain	Reg./Div. Chief

Data Source:

OTHER HEALTH CONTRIBUTIONS

Does your agency contribute any additional amounts, not already reported, to the cost of health care? If yes, please indicate the monthly amount below, if no please indicate N/A.

Officer	Sergeant	Captain	Reg./Div. Chief

Data Source:

LIFE INSURANCE

List the benefit (e.g. $25,000 or 1 time annual salary) and cost (e.g. $0.35 per $1,000). If your agency does not offer this benefit, place "N/A" in the box.

Officer	Sergeant	Captain	Reg./Div. Chief
Benefit Cost	Benefit Cost	Benefit Cost	Benefit Cost

Data Source:

Agency Name _____

SHORT TERM DISABILITY			
List whether or not your agency provides this benefit by leaving the correct answer in the box and deleting the other response.			
Officer	**Sergeant**	**Captain**	**Reg./Div. Chief**
Yes No	Yes No	Yes No	Yes No
Data Source:			

LONG TERM DISABILITY			
List the benefit (e.g. 60% of base salary) any caps (e.g. $5,000 per month) and cost (e.g. $0.85 per $100). If your agency does not offer this benefit, place "N/A" in the box.			
Officer	**Sergeant**	**Captain**	**Reg./Div, Chief**
Benefit Cap Cost	Benefit Cap Cost	Benefit Cap Cost	Benefit Cap Cost
Data Source:			

ACCIDENTAL DEATH AND DISMEMBERMENT PROGRAM			
List the benefit (e.g. $25,000 or 1 time annual salary) and cost (e.g. $0.08 per $1,000). If your agency does not offer this benefit, place "N/A" in the box. If the cost of this plan is included in your life insurance plan, please write "Inc in life" on the cost line			
Officer	**Sergeant**	**Captain**	**Reg./Div, Chief**
Benefit Cost	Benefit Cost	Benefit Cost	Benefit Cost
Data Source:			

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EMPLOYER CONTRIBUTION TO BENEFITS PROGRAMS PATROL/STATE TROOPER			
RETIREE MEDICAL PLAN			
List the **employer's** ***maximum*** contribution for the most commonly used medical plan for the listed categories of retirees. If your agency does not offer coverage for the specific category, place "N/A" next to the category.			
Officer	**Sergeant**	**Captain**	**Reg./Div, Chief**
Retiree Only Retiree/Spouse Retiree/Family	Retiree Only Retiree/Spouse Retiree/Family	Retiree Only Retiree/Spouse Retiree/Family	Retiree Only Retiree/Spouse Retiree/Family
List the **employee's** ***maximum*** contribution for the most commonly used plan for the listed categories. If your agency does not offer coverage for the specific category, place "N/A" next to the category			
Officer	**Sergeant**	**Captain**	**Reg./Div, Chief**
Retiree Only Retiree/Spouse Retiree/Family	Retiree Only Retiree/Spouse Retiree/Family	Retiree Only Retiree/Spouse Retiree/Family	Retiree Only Retiree/Spouse Retiree/Family
List the name of the most commonly used plan			
Officer	**Sergeant**	**Captain**	**Reg./Div, Chief**
Data Source:			

Agency Name _____

EMPLOYER CONTRIBUTION TO BENEFITS PROGRAMS PATROL/STATE TROOPER

RETIREE MEDICAL PLAN

Does the retiree health plan include prescription drug coverage? If no, confirm how much extra the employer and/or employee must pay for coverage if available.

Officer	Sergeant	Captain	Reg./Div. Chief
Yes No (Employer cost) No (Employee cost)	Yes No (Employer cost) No (Employee cost)	Yes No (Employer cost) No (Employee cost)	Yes No (Employer cost) No (Employee cost)

Data Source:

Is there an eligibility requirement (e.g. 5 years of service) or vesting schedule (e.g. 100% vested at 20 years) for retiree medical programs? If the answer is yes, identify the requirement and/or vesting schedule.

Officer	Sergeant	Captain	Reg./Div, Chief
No Yes Requirement/Vesting Schedule	No Yes Requirement/Vesting Schedule	No Yes Requirement/Vesting Schedule	No Yes Requirement/Vesting Schedule

Data Source:

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EMPLOYER CONTRIBUTION TO BENEFITS PROGRAMS PATROL/STATE TROOPER			
When was the last time this benefit changed? Identify the previous practice and the date the change occurred.			
Officer	**Sergeant**	**Captain**	**Reg./Div, Chief**
Benefit changed on (date) Previous practice	Benefit changed on (date) Previous practice	Benefit changed on (date) Previous practice	Benefit changed on (date) Previous practice
Data Source:			

RETIREMENT PLAN			
List the type of retirement plan your agency has, e.g. PERS, 37 Act			
Officer	**Sergeant**	**Captain**	**Reg./Div, Chief**
List the retirement benefit, e.g. 3%@50, etc.			
Officer	**Sergeant**	**Captain**	**Reg./Div, Chief**

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EMPLOYER CONTRIBUTION TO BENEFITS PROGRAMS PATROL/STATE TROOPER			
List the retirement formula, e.g. single highest year, average three highest years, etc.			
Officer	**Sergeant**	**Captain**	**Reg./Div, Chief**
What is the total ***Employer*** contribution, as a percentage of base salary?			
Officer	**Sergeant**	**Captain**	**Reg./Div, Chief**
Data Source:			

RETIREMENT PLAN			
What is the total ***Employee*** contribution, regardless of who pays it, as a percentage of base salary? If your agency is not under PERS, base your response on the amount required for an employee who is 35 years old with 15 years of service.			
Officer	**Sergeant**	**Captain**	**Reg./Div, Chief**
Data Source:			

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EMPLOYER CONTRIBUTION TO BENEFITS PROGRAMS PATROL/STATE TROOPER

What is the percentage of the ***Employee*** contribution paid by ***Employer*** **(**if applicable)

Officer	Sergeant	Captain	Reg./Div, Chief
Data Source:			

What is the percentage of the ***Employee*** contribution paid by the ***Employee*** **(**if applicable)

Officer	Sergeant	Captain	Reg./Div, Chief
Data Source:			

When was the last time this benefit changed? Identify the previous practice and the date the change occurred.

Officer	Sergeant	Captain	Reg./Div, Chief
Benefit has not changed Benefit changed on (date) Previous practice	Benefit has not changed Benefit changed on (date) Previous practice	Benefit has not changed Benefit changed on (date) Previous practice	Benefit has not changed Benefit changed on (date) Previous practice
Data Source:			

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EMPLOYER CONTRIBUTION TO BENEFITS PROGRAMS PATROL/STATE TROOPER
Indicate whether your agency participates in Social Security at the full rate of 7.65% (Medicare and FICA), or 1.45% (Medicare only)
Data Source:

Agency Name _____

Section 6- Leave Practices

This section of the survey captures leave practices for each survey classification in hours.

LEAVE PRACTICES PATROL AND ENFORCEMENT (P/E)								
Vacation Leave	**Officer**		**Sergeant**		**Captain**		**Reg./Div. Chief**	
Enter the number of hours accrued per year for each year of service, as well as the maximum amount that can be accrued in that year.	Annual Accrual	Max. Accrual	Annual Accrual	Max. Accrual	Annual Accrual	Max. Accrual	Annual Accrual	Max. Accrual
Year 1								
Year 5								
Year 10								
Year 15								
Year 20								
Maximum Accrual List the year of service for maximum accrual _____								
Data Source:								

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LEAVE PRACTICES PATROL AND ENFORCEMENT (/PE)								
Leave Practices								
Sick Leave	**Officer**		**Sergeant**		**Captain**		**Reg./Div. Chief**	
List the number of hours per year and the maximum number of hours of accrual allowed.	Annual Accrual	Max. Accrual	Annual Accrual	Max. Accrual	Annual Accrual	Max. Accrual	Annual Accrual	Max. Accrual
Data Source:								

Holidays	**Officer**	**Sergeant**	**Captain**	**Reg./Div. Chief**
List the holiday hours provided each year.				
Data Source:				

Administrative Leave	**Officer**	**Sergeant**	**Captain**	**Reg./Div. Chief**
If your agency provides administrative leave for these classes, indicate the number of hours provided per year.	Yes Hours/Year No	Yes Hours/Year No	Yes Hours/Year No	Yes Hours/Year No
Data Source:				

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LEAVE PRACTICES PATROL AND ENFORCEMENT (/PE)				
Leave Practices				
Leave Buy Back	**Officer**	**Sergeant**	**Captain**	**Reg./Div. Chief**
Is there a leave buy back policy for any of the leave categories? If yes, list the leave category and describe the policy.	Yes No	Yes No	Yes No	Yes No
Data Source:				