

# ***COMPENSATION STUDY***



**WHERE ARE YOU IN THE PAY RACE?  
DON'T KNOW? "WE HAVE THE  
ANSWER RIGHT HERE AND HIS  
NAME IS"**

***POLICEPAY.NET***

*The Industry Leader,  
Year-After-Year  
"We have your paycheck covered."*

# ***COMPENSATION STUDY***

- 1) Extensive compensation analysis of comparable agencies – the best survey available
- 2) Includes all major forms of compensation, including group insurance and pensions
- 3) Includes all major forms of paid time off
- 4) Computations show total compensation per hour worked
- 5) The survey measures every year – one through thirty
- 6) Complete documentation is provide for all number in the survey
- 7) A summary of benefits for each department in the survey
- 8) Easy and understandable pay scales are provided for each department in the survey
- 9) A detailed 30 year recap for each department in the survey
- 10) All the special exhibits you will need at the negotiations table
- 11) You will receive a copy of POLICEPAY's *Guide To Understanding Wage Surveys*
- 12) We will either help you pick or we will pick for the comparable agencies

***ONE FIXED TURNKEY PRICE AGREED TO IN ADVANCE***

***THREE PAYMENT PLANS – AFFORDABLE FOR ALL***

12 monthly payments, with the first payment with signed contract

2 payments, with the first payment paid at the beginning of the work

1 payment up front (this is the best deal)

***Call us today for a guaranteed price bid that is good for 90 days***

POLICEPAY.NET

(405) 701-8616

[editor@policepay.net](mailto:editor@policepay.net)

Matt Barnard

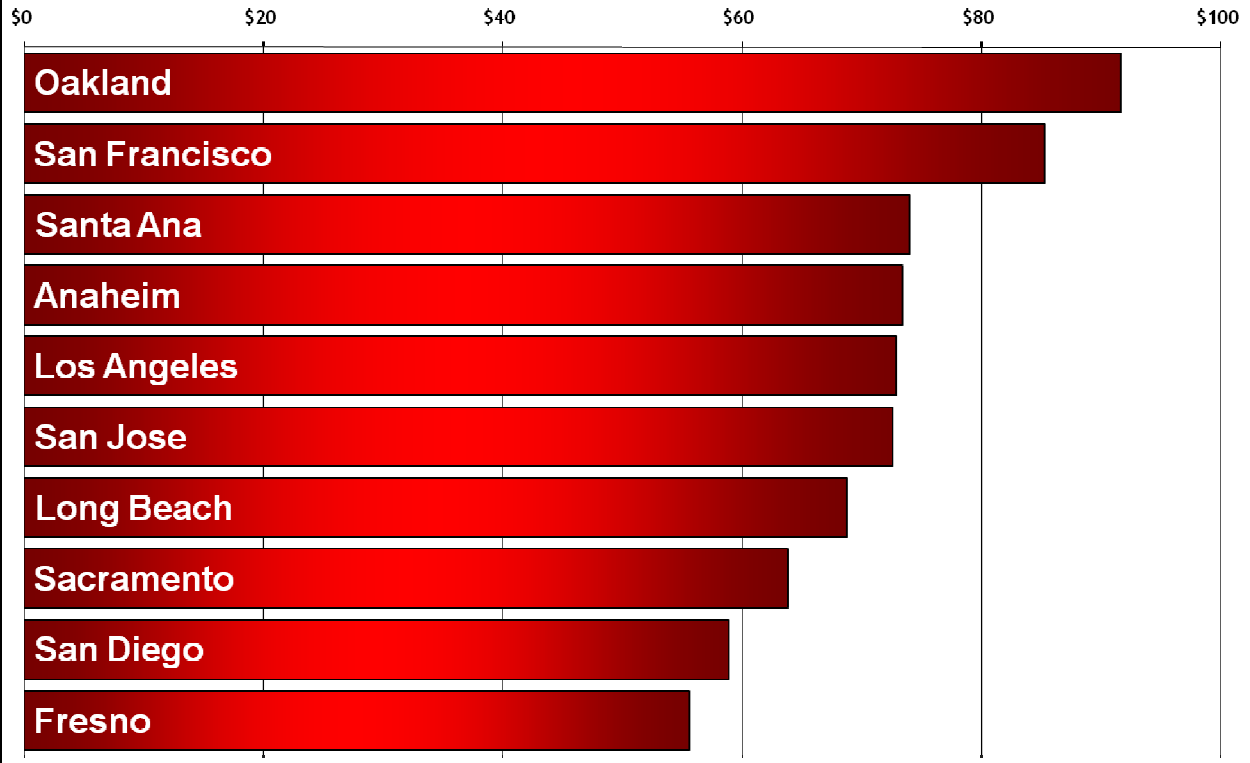
(405) 413-6517

[matt@policepay.net](mailto:matt@policepay.net)

***Look At A Few Sample Exhibits On The Next Pages***

# COMPENSATION STUDY

## 30 Year Career Average Compensation Per Hour Worked



RECAP (\$)	Total Compensation Per Hour Worked							June 30, 2009
	Year 1	Year 6	Year 11	Year 16	Year 21	Year 26	Year 30	Average
Oakland Police Department	\$75.20	\$90.09	\$92.49	\$93.46	\$95.69	\$95.69	\$95.69	\$91.64
San Francisco Police Department	\$67.63	\$85.39	\$85.39	\$87.29	\$87.29	\$88.83	\$88.83	\$85.34
Santa Ana Police Department	\$55.55	\$70.49	\$75.77	\$76.65	\$78.47	\$78.47	\$78.47	\$73.97
Anaheim Police Department	\$53.18	\$72.79	\$75.22	\$76.29	\$77.38	\$78.51	\$78.51	\$73.42
Los Angeles Police Department	\$51.08	\$64.97	\$75.95	\$77.63	\$79.30	\$79.30	\$79.30	\$72.90
San Jose Police Department	\$54.69	\$70.30	\$74.42	\$76.07	\$76.07	\$76.07	\$76.07	\$72.61
Long Beach Police Department	\$55.22	\$65.61	\$68.45	\$71.93	\$72.93	\$72.93	\$72.93	\$68.74
Sacramento Police Department	\$53.96	\$63.92	\$63.92	\$65.44	\$65.52	\$65.69	\$65.69	\$63.79
San Diego Police Department	\$44.35	\$60.00	\$60.00	\$61.31	\$61.31	\$61.31	\$61.31	\$58.87
Fresno Police Department	\$44.87	\$55.88	\$56.38	\$56.89	\$57.67	\$58.21	\$58.21	\$55.63

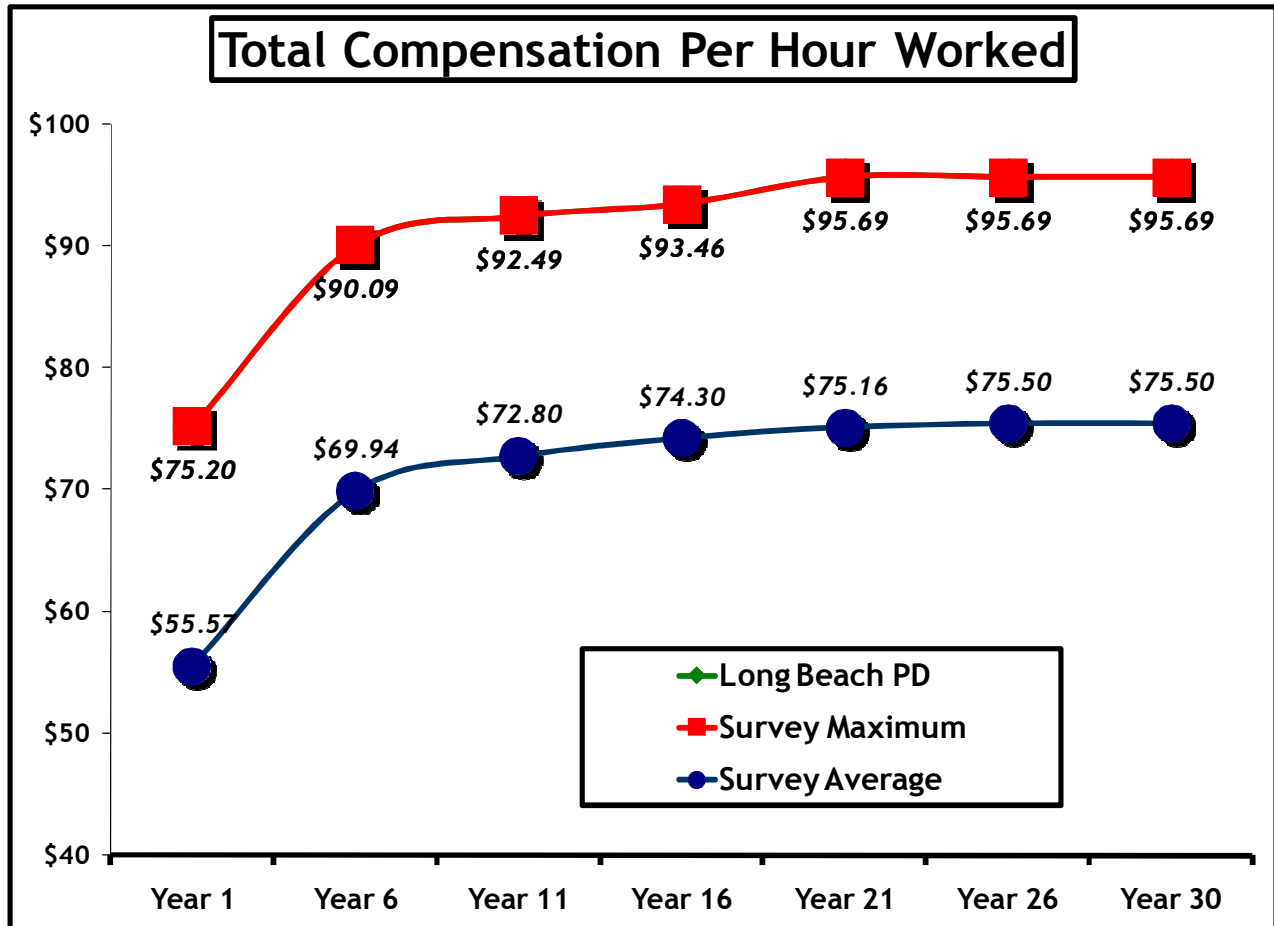
# COMPENSATION STUDY

San Diego Police Department																						
Year	Base Pay	Longevity	Holiday	Shift Pay	Education	List 1	List 2	Uniform	Pickup	FICA	Medical	Pension	Retiree	Total Comp	Normal	Vacation	Holiday	Sick	PTO 1	PTO 2	Net Hrs	Rate
1	\$53,394		\$1,132	\$1,681	\$4,285			\$900	\$2,480	\$877	\$9,294	\$7,289		\$81,332	\$2,080	136	110				1,834	\$44.35
2	\$55,827		\$1,183	\$1,681	\$4,285			\$900	\$2,582	\$913	\$9,294	\$7,588		\$84,254	\$2,080	136	110				1,834	\$45.94
3	\$58,614		\$1,242	\$1,681	\$4,285			\$900	\$2,699	\$954	\$9,294	\$7,931		\$87,601	\$2,080	136	110				1,834	\$47.76
4	\$68,037		\$1,442	\$1,681	\$4,285			\$900	\$3,093	\$1,094	\$9,294	\$9,090		\$98,917	\$2,080	136	110				1,834	\$53.93
5	\$71,510		\$1,516	\$1,681	\$4,291			\$900	\$3,239	\$1,145	\$9,294	\$9,518		\$103,094	\$2,080	136	110				1,834	\$56.21
6	\$74,859		\$1,552	\$1,958	\$4,492			\$900	\$3,397	\$1,201	\$9,294	\$9,984		\$107,638	\$2,080	176	110				1,794	\$60.00
7	\$74,859		\$1,552	\$1,958	\$4,492			\$900	\$3,397	\$1,201	\$9,294	\$9,984		\$107,638	\$2,080	176	110				1,794	\$60.00
8	\$74,859		\$1,552	\$1,958	\$4,492			\$900	\$3,397	\$1,201	\$9,294	\$9,984		\$107,638	\$2,080	176	110				1,794	\$60.00
9	\$74,859		\$1,552	\$1,958	\$4,492			\$900	\$3,397	\$1,201	\$9,294	\$9,984		\$107,638	\$2,080	176	110				1,794	\$60.00
10	\$74,859		\$1,552	\$1,958	\$4,492			\$900	\$3,397	\$1,201	\$9,294	\$9,984		\$107,638	\$2,080	176	110				1,794	\$60.00
11	\$74,859		\$1,552	\$1,958	\$4,492			\$900	\$3,397	\$1,201	\$9,294	\$9,984		\$107,638	\$2,080	176	110				1,794	\$60.00
12	\$74,859		\$1,552	\$1,958	\$4,492			\$900	\$3,397	\$1,201	\$9,294	\$9,984		\$107,638	\$2,080	176	110				1,794	\$60.00
13	\$74,859		\$1,552	\$1,958	\$4,492			\$900	\$3,397	\$1,201	\$9,294	\$9,984		\$107,638	\$2,080	176	110				1,794	\$60.00
14	\$74,859		\$1,552	\$1,958	\$4,492			\$900	\$3,397	\$1,201	\$9,294	\$9,984		\$107,638	\$2,080	176	110				1,794	\$60.00
15	\$74,859		\$1,552	\$1,958	\$4,492			\$900	\$3,397	\$1,201	\$9,294	\$9,984		\$107,638	\$2,080	176	110				1,794	\$60.00
16	\$74,859		\$1,517	\$1,915	\$4,492			\$900	\$3,394	\$1,200	\$9,294	\$9,974		\$107,546	\$2,080	216	110				1,754	\$61.31
17	\$74,859		\$1,517	\$1,915	\$4,492			\$900	\$3,394	\$1,200	\$9,294	\$9,974		\$107,546	\$2,080	216	110				1,754	\$61.31
18	\$74,859		\$1,517	\$1,915	\$4,492			\$900	\$3,394	\$1,200	\$9,294	\$9,974		\$107,546	\$2,080	216	110				1,754	\$61.31
19	\$74,859		\$1,517	\$1,915	\$4,492			\$900	\$3,394	\$1,200	\$9,294	\$9,974		\$107,546	\$2,080	216	110				1,754	\$61.31
20	\$74,859		\$1,517	\$1,915	\$4,492			\$900	\$3,394	\$1,200	\$9,294	\$9,974		\$107,546	\$2,080	216	110				1,754	\$61.31
21	\$74,859		\$1,517	\$1,915	\$4,492			\$900	\$3,394	\$1,200	\$9,294	\$9,974		\$107,546	\$2,080	216	110				1,754	\$61.31
22	\$74,859		\$1,517	\$1,915	\$4,492			\$900	\$3,394	\$1,200	\$9,294	\$9,974		\$107,546	\$2,080	216	110				1,754	\$61.31
23	\$74,859		\$1,517	\$1,915	\$4,492			\$900	\$3,394	\$1,200	\$9,294	\$9,974		\$107,546	\$2,080	216	110				1,754	\$61.31
24	\$74,859		\$1,517	\$1,915	\$4,492			\$900	\$3,394	\$1,200	\$9,294	\$9,974		\$107,546	\$2,080	216	110				1,754	\$61.31
25	\$74,859		\$1,517	\$1,915	\$4,492			\$900	\$3,394	\$1,200	\$9,294	\$9,974		\$107,546	\$2,080	216	110				1,754	\$61.31
26	\$74,859		\$1,517	\$1,915	\$4,492			\$900	\$3,394	\$1,200	\$9,294	\$9,974		\$107,546	\$2,080	216	110				1,754	\$61.31
27	\$74,859		\$1,517	\$1,915	\$4,492			\$900	\$3,394	\$1,200	\$9,294	\$9,974		\$107,546	\$2,080	216	110				1,754	\$61.31
28	\$74,859		\$1,517	\$1,915	\$4,492			\$900	\$3,394	\$1,200	\$9,294	\$9,974		\$107,546	\$2,080	216	110				1,754	\$61.31
29	\$74,859		\$1,517	\$1,915	\$4,492			\$900	\$3,394	\$1,200	\$9,294	\$9,974		\$107,546	\$2,080	216	110				1,754	\$61.31
30	\$74,859		\$1,517	\$1,915	\$4,492			\$900	\$3,394	\$1,200	\$9,294	\$9,974		\$107,546	\$2,080	216	110				1,754	\$61.31
AVG	\$72,629		\$1,493	\$1,890	\$4,457			\$900	\$3,299	\$1,167	\$9,294	\$9,696		\$104,825	\$2,080	189	110				1,781	\$58.87

## Pay Increases Needed To Reach Goal

Annual Rate	Currently	Goal							
	96.8%	100.0%							
Years 3									
Estimated Annual Increases In The Market									
	2.0%	2.5%	3.0%	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%
0.0%	91%	90%	89%	87%	86%	85%	84%	82%	81%
1.0%	94%	93%	91%	90%	89%	87%	86%	85%	84%
2.0%	97%	95%	94%	93%	91%	90%	89%	87%	86%
2.5%	98%	97%	95%	94%	93%	91%	90%	89%	88%
3.0%	100%	98%	97%	95%	94%	93%	91%	90%	89%
3.5%	101%	100%	98%	97%	95%	94%	93%	91%	90%
4.0%	103%	101%	100%	98%	97%	95%	94%	93%	91%
4.5%	104%	103%	101%	100%	98%	97%	95%	94%	93%
5.0%	106%	104%	103%	101%	100%	98%	97%	95%	94%
5.5%	107%	106%	104%	103%	101%	100%	98%	97%	95%
6.0%	109%	107%	106%	104%	103%	101%	100%	98%	97%
6.5%	110%	109%	107%	105%	104%	102%	101%	100%	98%
7.0%	112%	110%	109%	107%	105%	104%	102%	101%	100%
7.5%	113%	112%	110%	108%	107%	105%	104%	102%	101%
8.0%	115%	113%	112%	110%	108%	107%	105%	104%	102%
8.5%	117%	115%	113%	112%	110%	108%	107%	105%	104%
9.0%	118%	116%	115%	113%	111%	110%	108%	107%	105%
10.0%	121%	120%	118%	116%	115%	113%	111%	110%	108%

# COMPENSATION STUDY



Still not convinced? Call or email us and we will send more details. Look at the list of associations that have used one or more of our services over the years.

<http://www.policepay.net/Clients.htm>

Need some references? We can provide them. Look at this letter from the Phoenix Law Enforcement Association.

<http://www.policepay.net/PLEAletter.pdf>

We are not “bean counters” or “legal eagles”. We are only concerned with results – good results for you. Pick up that telephone and call now.

(405) 701-8616. It will be the best decision you can make.

# ***COMPENSATION STUDY***