

**RLS** RAINS LUCIA STERN, PC

**VALLEJO POLICE OFFICERS' ASSOCIATION**

2013 Total Compensation Survey

*Effective October 1, 2013*

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## Vallejo Police Officers' Association Total Compensation Survey 2013

### Introduction

The following document is the 2013 Total Compensation Survey created for the Vallejo Police Officers' Association (VPOA). In an effort to compile relevant data, we have reviewed the VPOA Memorandum of Understanding (MOU) and the MOU's of relevant comparable jurisdictions along with the City of Vallejo's Last Best Final Offer and the Vallejo POA's last proposal. In addition, online research and telephonic conversations with City employees were conducted in order to obtain up to date and accurate salary and benefit figures. All data is the most current available through October 1, 2013. Although all efforts were exhausted, there is always a possibility of an error in the calculation of data; or in the accuracy of terms in the available MOU's and benefit summaries; or in the availability of very recently approved MOU's. Nevertheless, it is our belief that this survey is a true and accurate depiction of the market compensation data as of October 1, 2013.

### Methodology

*Comparable Jurisdictions* - The comparable jurisdictions included in this total compensation survey were those suggested by the VPOA. Those jurisdictions include the following: Alameda, Berkeley, Daly City, Hayward, Oakland, Richmond and San Leandro. We are advised by the VPOA that this set of agencies accurately depicts the relevant total compensation market for the rank of Police Officer. According to VPOA, these comparable jurisdictions were used in the previous compensation survey.

*"Total Compensation-Monthly" tables:* - These tables reflect the total calculation of the relevant data collected from the comparable jurisdictions described above. The purpose of this survey is to determine the placement of VPOA in the market relative to those comparable jurisdictions. The data for VPOA in these tables is based on the city's proposal currently, for 2014, for 2015, the status quo, the POA's proposal currently, for 2014, for 2015. In order to arrive at such a result, the total compensation figure has been defined as follows: Maximum monthly salary, plus education/POST premiums, minus EE payment of ER PERS contribution, plus ER payment of EE PERS contribution, plus uniform allowance, plus longevity/retention pay, plus employer healthcare contribution. These figures are combined to determine a total compensation figure, which is reflected in the "Total Compensation" column and reflects an officer's monthly compensation.  $([\text{Max Salary}] + [\text{Education/POST}] - [\text{EE payment of ER PERS}] + [\text{ER payment of EE PERS}] + [\text{Uniform Allowance}] + [\text{Longevity}] + [\text{ER Healthcare Contribution}]) = [\text{Total Compensation}]$ . The "Average" figures reflected in the surveys are based on all the jurisdictions excluding Concord Police Association and are calculated in both the "Max Salary" and "Total Compensation" columns. In each of those columns, and below the average figures, is a percentage which illustrates the compensation increase/decrease needed for VPOA to reach the mean average of the comparable jurisdictions. A positive percentage number indicates that VPOA is below the average, while a negative percentage number indicates that the VPOA is above the average.

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## Vallejo Police Officers' Association Total Compensation Survey 2013

### Methodology (Cont'd)

For simplicity and consistency, the values assigned to compensation components are a percentage of base salary only. The maximum achievable compensation for each category is used. In instances where there are more than one pension tier, the tier which apparently holds the greatest number of employees was used. Values for each component reflect the highest attainable compensation for that category. Healthcare contributions include the maximum medical, dental and vision premiums paid by the employer.

*"Max Salary and Total Compensation Rankings - Monthly" tables* – These tables reflect the rankings of Vallejo POA in relation to all the comparable jurisdictions based on the data taken from the *Total Compensation-Monthly* tables. The first chart on these tables reflects the rankings, from highest to lowest, for only maximum monthly salary, which derives from the "Max Salary" column in each *Total Compensation-Monthly* table. The second chart on these tables reflects the rankings, from highest to lowest, for the total compensation figure from the "Total Compensation" column in the *Total Compensation-Monthly* tables.

To offer some perspective, we have also included a table containing two charts which rank the maximum salaries of the police chiefs and city managers for Vallejo and the comparable jurisdictions. These charts show the extent to which those classifications are above (negative number) or below (positive number) the average maximum salary.

**VALLEJO POLICE OFFICERS' ASSOCIATION  
TOTAL COMPENSATION SURVEY - MONTHLY  
TOP-STEP POLICE OFFICER  
CITY'S LAST BEST FINAL OFFER**

Agency	Max Salary	Education Premiums	EE Payment of ER PERS	ER Payment of EE PERS	Uniform Allowance	Longevity	ER Healthcare Contributions	Total Compensation
ALAMEDA	8,161	490	-245	0	125	1,017	2,177	11,725
BERKELEY	9,628	385	-289	0	117	481	1,625	11,947
DALY CITY	7,796	546	-288	0	75	100	1,445	9,674
HAYWARD	8,774	658	-756	0	37	0	2,256	10,969
OAKLAND	8,175	818	0	0	67	156	1,875	11,091
RICHMOND	8,760	657	-88	0	67	788	1,878	12,062
SAN LEANDRO	7,754	465	0	465	108	310	1,746	10,848
<b>AVERAGE</b>	8,435	574	-238	66	85	407	1,857	11,188
<b>VALLEJO</b>	<b>7,791</b>	<b>425</b>	<b>0</b>	<b>0</b>	<b>95</b>	<b>0</b>	<b>1,513</b>	<b>9,824</b>
<b>% to reach average</b>	<b>8.28%</b>							<b>13.89%</b>

**City's Last Best Final Offer**

Salary: Proposed 5% wage reduction as of October 1, 2013, plus additional 3.4 % if employee doesn't agree to pay towards PERS.

Education Premiums: Employee's hired prior to January 1, 2014 are entitled to educational premiums.

Uniform Allowance: Uniform allowance will remain at \$1,142 annually.

Longevity Pay: City proposed to delete longevity pay from the MOU.

Healthcare: Active employees will receive \$300 towards PEMCHA plus the difference of 75% Kaiser rate.

**VALLEJO POLICE OFFICERS' ASSOCIATION**  
**TOTAL COMPENSATION SURVEY - MONTHLY**  
**TOP-STEP POLICE OFFICER**  
**CITY'S LAST BEST FINAL OFFER**

Agency	Salary	Rank
BERKELEY	\$9,628	1
HAYWARD	\$8,774	2
RICHMOND	\$8,760	3
OAKLAND	\$8,175	4
ALAMEDA	\$8,161	5
DALY CITY	\$7,796	6
<b>VALLEJO</b>	<b>\$7,791</b>	<b>7</b>
SAN LEANDRO	\$7,754	8
AVERAGE	\$8,435	

Agency	Total Compensation	Rank
RICHMOND	\$12,062	1
BERKELEY	\$11,947	2
ALAMEDA	\$11,725	3
OAKLAND	\$11,091	4
HAYWARD	\$10,969	5
SAN LEANDRO	\$10,848	6
<b>VALLEJO</b>	<b>\$9,824</b>	<b>7</b>
DALY CITY	\$9,674	8
AVERAGE	\$11,188	

Table 2

**VALLEJO POLICE OFFICERS' ASSOCIATION**  
**TOTAL COMPENSATION SURVEY - MONTHLY**  
**TOP-STEP POLICE OFFICER**  
**CITY'S LAST BEST FINAL OFFER**  
**AS OF JULY 1, 2014**

Agency	Max Salary	Education Premiums	EE Payment of ER PERS	ER Payment of EE PERS	Uniform Allowance	Longevity	ER Healthcare Contributions	Total Compensation
ALAMEDA	8,283	497	-248	0	125	994	2,177	11,828
BERKELEY	9,628	385	-289	0	117	481	1,625	11,947
DALY CITY	7,796	546	-288	0	75	100	1,445	9,674
HAYWARD	8,774	658	-756	0	37	0	2,256	10,969
OAKLAND	8,339	834	0	0	67	156	1,875	11,271
RICHMOND	9,023	541	-90	0	67	812	1,878	12,231
SAN LEANDRO	8,064	484	0	242	108	403	1,746	11,047
<b>AVERAGE</b>	<b>8,558</b>	<b>564</b>	<b>-239</b>	<b>35</b>	<b>85</b>	<b>421</b>	<b>1,857</b>	<b>11,281</b>
<b>VALLEJO</b>	<b>7,791</b>	<b>425</b>	<b>0</b>	<b>0</b>	<b>95</b>	<b>0</b>	<b>1,513</b>	<b>9,824</b>
<b>% to reach average</b>	<b>9.85%</b>							<b>14.83%</b>

Alameda: Minimum wage increase of 1.5% effective 1/1/14. Minimum wage increase of 2% effective 1/1/15.

Hayward: Salary increase dependent upon total compensation survey.

Oakland: Wage increase of 2% effective 7/1/14. Wage increase of 2% effective 7/1/15.

Richmond: Wage increase of 3% effective 7/1/14. Wage increase of 3% effective 7/1/15.

San Leandro: Wage increase of 4% effective 1/1/14. Wage increase of 3% effective 1/1/15 plus additional salary step reflecting 5% effective 1/1/15.

**VALLEJO POLICE OFFICERS' ASSOCIATION**  
**TOTAL COMPENSATION SURVEY - MONTHLY**  
**TOP-STEP POLICE OFFICER**  
**CITY'S LAST BEST FINAL OFFER**  
**AS OF JULY 1, 2015**

Agency	Max Salary	Education Premiums	EE Payment of ER PERS	ER Payment of EE PERS	Uniform Allowance	Longevity	ER Healthcare Contributions	Total Compensation
ALAMEDA	8,449	507	-253	0	125	1,014	2,177	12,018
BERKELEY	9,628	385	-289	0	117	481	1,625	11,947
DALY CITY	7,796	546	-288	0	75	100	1,445	9,674
HAYWARD	8,774	658	-756	0	37	0	2,256	10,969
OAKLAND	8,506	851	0	0	67	156	1,875	11,455
RICHMOND	9,294	558	-93	0	67	836	1,878	12,540
SAN LEANDRO	8,721	523	0	0	108	436	1,746	11,534
<b>AVERAGE</b>	<b>8,738</b>	<b>575</b>	<b>-240</b>	<b>0</b>	<b>85</b>	<b>432</b>	<b>1,857</b>	<b>11,448</b>
<b>VALLEJO</b>	<b>7,791</b>	<b>425</b>	<b>0</b>	<b>0</b>	<b>95</b>	<b>0</b>	<b>1,513</b>	<b>9,824</b>
<b>% to reach average</b>	<b>12.16%</b>							<b>16.53%</b>

Alameda: Minimum wage increase of 1.5% effective 1/1/14. Minimum wage increase of 2% effective 1/1/15.

Hayward: Salary increase dependent upon total compensation survey.

Oakland: Wage increase of 2% effective 7/1/14. Wage increase of 2% effective 7/1/15.

Richmond: Wage increase of 3% effective 7/1/14. Wage increase of 3% effective 7/1/15.

San Leandro: Wage increase of 4% effective 1/1/14. Wage increase of 3% effective 1/1/15 plus additional salary step reflecting 5% effective 1/1/15.

**VALLEJO POLICE OFFICERS' ASSOCIATION  
TOTAL COMPENSATION SURVEY - MONTHLY  
TOP-STEP POLICE OFFICER  
STATUS QUO**

<b>Agency</b>	<b>Max Salary</b>	<b>Education Premiums</b>	<b>EE Payment of ER PERS</b>	<b>ER payment of EE PERS</b>	<b>Uniform Allowance</b>	<b>Longevity</b>	<b>ER Healthcare Contributions</b>	<b>Total Compensation</b>
ALAMEDA*	8,161	490	-245	0	125	1,017	2,177	11,725
BERKELEY	9,628	385	-289	0	117	481	1,625	11,947
DALY CITY	7,796	546	-288	0	75	100	1,445	9,674
HAYWARD*	8,774	658	-756	0	37	0	2,256	10,969
OAKLAND*	8,175	818	0	0	67	156	1,875	11,091
RICHMOND*	8,760	657	-88	0	67	788	1,878	12,062
SAN LEANDRO*	7,754	465	0	465	108	310	1,746	10,848
<b>AVERAGE</b>	8,435	574	-238	66	85	407	1,857	11,188
<b>VALLEJO*</b>	<b>8,505</b>	<b>425</b>	<b>0</b>	<b>0</b>	<b>95</b>	<b>851</b>	<b>1,947</b>	<b>11,823</b>
<b>average</b>	<b>-0.82%</b>							<b>-5.37%</b>

\*Agency is currenting hiring for the position of police officer.



VALLEJO POLICE OFFICERS' ASSOCIATION  
 TOTAL COMPENSATION SURVEY - MONTHLY  
 TOP-STEP POLICE OFFICER  
 STATUS QUO

Agency	Salary	Rank
BERKELEY	\$9,628	1
HAYWARD	\$8,774	2
RICHMOND	\$8,760	3
<b>VALLEJO</b>	<b>\$8,505</b>	<b>4</b>
OAKLAND	\$8,175	5
ALAMEDA	\$8,161	6
DALY CITY	\$7,796	7
SAN LEANDRO	\$7,754	8
AVERAGE	\$8,435	

Agency	Total Compensation	Rank
RICHMOND	\$12,062	1
BERKELEY	\$11,947	2
<b>VALLEJO</b>	<b>\$11,823</b>	<b>3</b>
ALAMEDA	\$11,725	4
OAKLAND	\$11,091	5
HAYWARD	\$10,969	6
SAN LEANDRO	\$10,848	7
DALY CITY	\$9,674	8
AVERAGE	\$11,188	

**VALLEJO POLICE OFFICERS' ASSOCIATION  
ANNUAL AND MONTHLY SALARIES  
CHIEF OF POLICE AND CITY MANAGER  
AS OF TODAY**

**CHIEF OF POLICE**

Agency	Annual Salary	Rank
OAKLAND	\$226,438	1
<b>VALLEJO</b>	<b>\$225,307</b>	<b>2</b>
ALAMEDA	\$223,992	3
RICHMOND	\$222,084	4
BERKELEY	\$220,236	5
DALY CITY	\$197,210	6
HAYWARD	\$192,670	7
SAN LEANDRO	\$186,996	8
<b>AVERAGE</b>	<b>\$209,947</b>	
% to reach average	-6.82%	

**City Manager**

Agency	Annual Salary	Rank
OAKLAND	\$278,460	1
<b>VALLEJO</b>	<b>\$270,000</b>	<b>2</b>
RICHMOND	\$266,496	3
DALY CITY	\$263,120	4
ALAMEDA	\$235,000	5
BERKELEY	\$225,000	6
HAYWARD	\$222,643	7
SAN LEANDRO	\$203,000	8
<b>AVERAGE</b>	<b>\$241,960</b>	
% to reach average	-10.39%	

**VALLEJO POLICE OFFICERS' ASSOCIATION  
TOTAL COMPENSATION SURVEY - MONTHLY  
TOP-STEP POLICE OFFICER  
VPOA FACTFINDING PROPOSAL**

Agency	Max Salary	Education Premiums	EE Payment of ER PERS	ER Payment of EE PERS	Uniform Allowance	Longevity	ER Healthcare Contributions	Total Compensation
ALAMEDA	8,161	490	-245	0	125	1,017	2,177	11,725
BERKELEY	9,628	385	-289	0	117	481	1,625	11,947
DALY CITY	7,796	546	-288	0	75	100	1,445	9,674
HAYWARD	8,774	658	-756	0	37	0	2,256	10,969
OAKLAND	8,175	818	0	0	67	156	1,875	11,091
RICHMOND	8,760	657	-88	0	67	788	1,878	12,062
SAN LEANDRO	7,754	465	0	465	108	310	1,746	10,848
<b>AVERAGE</b>	<b>8,435</b>	<b>574</b>	<b>-238</b>	<b>66</b>	<b>85</b>	<b>407</b>	<b>1,857</b>	<b>11,188</b>
<b>VALLEJO</b>	<b>8,505</b>	<b>425</b>	<b>-553</b>	<b>0</b>	<b>95</b>	<b>851</b>	<b>1,513</b>	<b>10,836</b>
<b>% to reach average</b>	<b>-0.82%</b>							<b>3.25%</b>

**Vallejo POA Proposal**

Salary: Reduced step for new members hired on or after July 1, 2013 subject to a entry level salary step equating to 5% below current entry level salary.

Education premiums: Status quo.

Retirement: Classic employees will pay 9% of employee PERS contribution plus 3% of employers contribution. Employees will also pay 3.5% towards an irrevocable trust on a pre-tax basis. In the event that the contributions cannot be made on a pre-tax basis, such contributions shall be converted to employee contributions of employer pension contributions. "New members" defined under PEPR shall contribute 50% of the normal cost of their pension benefit.

Uniform Allowance: Status quo.

Longevity: Status quo.

VALLEJO POLICE OFFICERS' ASSOCIATION  
 TOTAL COMPENSATION SURVEY - MONTHLY  
 TOP-STEP POLICE OFFICER  
 VPOA FACTFINDING PROPOSAL

Agency	Salary	Rank
BERKELEY	\$9,628	1
HAYWARD	\$8,774	2
RICHMOND	\$8,760	3
<b>VALLEJO</b>	<b>\$8,505</b>	<b>6</b>
OAKLAND	\$8,175	5
ALAMEDA	\$8,161	6
DALY CITY	\$7,796	7
SAN LEANDRO	\$7,754	8
AVERAGE	\$8,435	

Agency	Total Compensation	Rank
RICHMOND	\$12,062	1
BERKELEY	\$11,947	2
ALAMEDA	\$11,725	3
OAKLAND	\$11,091	4
HAYWARD	\$10,969	5
SAN LEANDRO	\$10,848	6
<b>VALLEJO</b>	<b>\$10,836</b>	<b>7</b>
DALY CITY	\$9,674	8
AVERAGE	\$11,188	

**VALLEJO POLICE OFFICERS' ASSOCIATION**  
**TOTAL COMPENSATION SURVEY - MONTHLY**  
**TOP-STEP POLICE OFFICER**  
**VPOA PROPOSAL FROM JULY 18, 2013**  
**VPOA FACTFINDING PROPOSAL**

Agency	Max Salary	Education Premiums	EE Payment of ER PERS	ER Payment of EE PERS	Uniform Allowance	Longevity	ER Healthcare Contributions	Total Compensation
ALAMEDA	8,283	497	-248	0	125	994	2,177	11,828
BERKELEY	9,628	385	-289	0	117	481	1,625	11,947
DALY CITY	7,796	546	-288	0	75	100	1,445	9,674
HAYWARD	8,774	658	-756	0	37	0	2,256	10,969
OAKLAND	8,339	834	0	0	67	156	1,875	11,271
RICHMOND	9,023	541	-90	0	67	812	1,878	12,231
SAN LEANDRO	8,064	484	0	242	108	403	1,746	11,047
<b>AVERAGE</b>	<b>8,558</b>	<b>564</b>	<b>-239</b>	<b>35</b>	<b>85</b>	<b>421</b>	<b>1,857</b>	<b>11,281</b>
<b>VALLEJO</b>	<b>8,505</b>	<b>425</b>	<b>-553</b>	<b>0</b>	<b>95</b>	<b>851</b>	<b>1,513</b>	<b>10,836</b>
<b>% to reach average</b>	<b>0.62%</b>							<b>4.10%</b>

**Alameda:** Minimum wage increase of 1.5% effective 1/1/14. Minimum wage increase of 2% effective 1/1/15.

**Hayward:** Salary increase dependent upon total compensation survey.

**Oakland:** Wage increase of 2% effective 7/1/14. Wage increase of 2% effective 7/1/15.

**Richmond:** Wage increase of 3% effective 7/1/14. Wage increase of 3% effective 7/1/15.

**San Leandro:** Wage increase of 4% effective 1/1/14. Wage increase of 3% effective 1/1/15 plus additional salary step reflecting 5% effective 1/1/15.

**VALLEJO POLICE OFFICERS' ASSOCIATION**  
**TOTAL COMPENSATION SURVEY - MONTHLY**  
**TOP-STEP POLICE OFFICER**  
**VPOA PROPOSAL FROM JULY 18, 2013**  
**VPOA FACTFINDING PROPOSAL**

Agency	Max Salary	Education Premiums	EE Payment of ER PERS	ER Payment of EE PERS	Uniform Allowance	Longevity	ER Healthcare Contributions	Total Compensation
ALAMEDA	8,449	507	-253	0	125	1,014	2,177	12,018
BERKELEY	9,628	385	-289	0	117	481	1,625	11,947
DALY CITY	7,796	546	-288	0	75	100	1,445	9,674
HAYWARD	8,774	658	-756	0	37	0	2,256	10,969
OAKLAND	8,506	851	0	0	67	156	1,875	11,455
RICHMOND	9,294	558	-93	0	67	836	1,878	12,540
SAN LEANDRO	8,721	523	0	0	108	436	1,746	11,534
<b>AVERAGE</b>	<b>8,738</b>	<b>575</b>	<b>-240</b>	<b>0</b>	<b>85</b>	<b>432</b>	<b>1,857</b>	<b>11,448</b>
<b>VALLEJO</b>	<b>8,505</b>	<b>425</b>	<b>-553</b>	<b>0</b>	<b>95</b>	<b>851</b>	<b>1,513</b>	<b>10,836</b>
<b>% to reach average</b>	<b>2.74%</b>							<b>5.65%</b>

Alameda: Minimum wage increase of 1.5% effective 1/1/14. Minimum wage increase of 2% effective 1/1/15.

Hayward: Salary increase dependent upon total compensation survey.

Oakland: Wage increase of 2% effective 7/1/14. Wage increase of 2% effective 7/1/15.

Richmond: Wage increase of 3% effective 7/1/14. Wage increase of 3% effective 7/1/15.

San Leandro: Wage increase of 4% effective 1/1/14. Wage increase of 3% effective 1/1/15 plus additional salary step reflecting 5% effective 1/1/15.

**VALLEJO POLICE OFFICERS' ASSOCIATION  
 TOTAL COMPENSATION SURVEY - MONTHLY  
 TOP-STEP POLICE OFFICER  
 AS OF OCTOBER 1, 2013**

**City's Proposal**

Agency	Total Compensation	Rank
RICHMOND	\$12,062	1
BERKELEY	\$11,947	2
ALAMEDA	\$11,725	3
OAKLAND	\$11,091	4
HAYWARD	\$10,969	5
SAN LEANDRO	\$10,848	6
<b>VALLEJO</b>	<b>\$9,824</b>	<b>7</b>
DALY CITY	\$9,674	8
AVERAGE	\$11,188	

**Status Quo**

Agency	Total Compensation	Rank
RICHMOND	\$12,062	1
BERKELEY	\$11,947	2
<b>VALLEJO</b>	<b>\$11,823</b>	<b>3</b>
ALAMEDA	\$11,725	4
OAKLAND	\$11,091	5
HAYWARD	\$10,969	6
SAN LEANDRO	\$10,848	7
DALY CITY	\$9,674	8
AVERAGE	\$11,188	

**VPOA's Proposal**

Agency	Total Compensation	Rank
RICHMOND	\$12,062	1
BERKELEY	\$11,947	2
ALAMEDA	\$11,725	3
OAKLAND	\$11,091	4
HAYWARD	\$10,969	5
SAN LEANDRO	\$10,848	6
<b>VALLEJO</b>	<b>\$10,836</b>	<b>7</b>
DALY CITY	\$9,674	8
AVERAGE	\$11,188	

**VALLEJO POLICE OFFICERS' ASSOCIATION  
TOTAL COMPENSATION SURVEY - MONTHLY  
TOP-STEP POLICE OFFICER  
EFFECTIVE OCTOBER 1, 2013**

<b>Agency</b>	<b>Maximum Salary</b>	<b>POST/Education Premiums</b>	<b>Employee Payment of Employer PERS</b>	<b>Uniform</b>	<b>Longevity</b>	<b>Employer Healthcare Contribution</b>
<b>ALAMEDA</b>	Police Officer	Advance POST: 4% BA/BS + 3 years service: 5% MA/MS + 5 years: 6% [Maximum: 6%]	Employee pays 3% of the employers PERS cost.	\$1,500 per year	3% @ 10 years 7% @ 15 years 12% @ 20 years [Maximum: 12%]	Medical: \$2,040 Dental: \$137 Vision: None
<b>BERKELEY</b>	Police Officer	Intermediate POST: 2% Advance POST: 4% [Maximum: 4%]	Employee pays 3% of the employers PERS cost.	\$1,400 per year	5% @ 19 years	Medical: \$1,457 Dental: \$168 Vision: None
<b>DALY CITY</b>	Police Officer	Intermediate POST: 4% Advance POST: 7% [Maximum: 7%]	Employee pays 3.7% of the employers PERS cost.	\$900 per year	\$100 @ 20 years	Medical: \$573 Cafeteria: \$872
<b>HAYWARD</b>	Police Officer	Based upon approved study/training courses + years of service and/or Intermediate POST: 2.5%	Employee pays 8.62% of the employers PERS cost.	\$440 per year	None. Longevity is integrated with POST/Education allowance.	Medical: \$2,040 Dental: \$193 Vision: \$23



**CONCORD POLICE ASSOCIATION  
TOTAL COMPENSATION SURVEY - MONTHLY  
TOP-STEP POLICE OFFICER  
EFFECTIVE OCTOBER 1, 2013**

<b>Agency</b>	<b>Maximum Salary</b>	<b>POST/Education Premiums</b>	<b>Employee Payment of Employer PERS</b>	<b>Uniform</b>	<b>Longevity</b>	<b>Employer Healthcare Contribution</b>
<b>OAKLAND</b>	Police Officer	Intermediate POST: 1.5% Advance POST: 4.5% AA/AS: 1.5% BA/BS: 4.5% MA/MS: 5.5% [Maximum: 10%]	None.	\$800 per year	\$1,275 @ 7 years \$1,475 @ 10 years \$1,675 @ 15 years \$1,875 @ 20 years	Medical: \$1,738 Dental: \$137 Vision: None
<b>RICHMOND</b>	Police Officer	Intermediate POST or AA/AS: 4% Advance POST or BA/BS: 6% [Maximum: 6%]	Employee pays 1% of employer PERS cost.	\$800 per year	2% @ 5 years 4% @ 10 years 7% @ 15 years 9% @ 25 years [Maximum: 9%]	Medical: \$1,738 Dental: \$122 Vision: \$18
<b>SAN LEANDRO</b>	Police Officer	Intermediate POST or AA/AS: 4% Advance POST or BA/BS: 6% [Maximum: 6%]	None. Employer pays 6% of employee PERS cost.	\$1,300 per year	2% @ 15 years 3% @ 20 years 4% @ 25 years [Maximum: 4%]	Medical: \$1,587 Dental: \$159 Vision: None
<b>VALLEJO</b>	Police Officer	Intermediate POST: 3% Advance POST: 5% [Maximum: 5%]	None.	\$1,142 per year	5% at 20 years (8 years with Vallejo) 10% @ 25 years (8 years with Vallejo)	Medical: \$1,738 Dental: \$183.33 Vision: \$25.67