

City of Bakersfield
SALARY AND BENEFITS SURVEY AS OF JANUARY 1, 2008
POLICE OFFICER, SENIOR OFFICER, SERGEANT

AGENCY	SALARY BOTTOM TOP SENIOR OFF SERGEANT	SALARY EFFECTIVE DATE	RETIREMENT PLAN	EMPLOYER-PAID MEMBER CONTRIBUTION (EPMC)	HEALTH BENEFIT	POST/ED INCENTIVE	UNIFORM	LONGEVITY	OTHER	NEXT SCHEDULED INCREASE	CONTRACT EXPIRES	TOTAL COMPENSATION	% DIFF COMPARED TO BAKERSFIELD				
BAKERSFIELD	\$ 4,197	3/19/2007	PERS 3% @ 50	3%	\$ 128	\$ -	\$ 83	\$ -	\$ -		7/1/2007	\$ 5,568	-				
	\$ 5,112	3/19/2007		9%	\$ 514	\$ 1,159						\$ 511	\$ -	\$ -	\$ -	\$ 7,379	-
	\$ 5,371	3/19/2007			\$ 539							\$ 537	\$ -	\$ -	\$ -	\$ 7,690	-
	\$ 7,218	3/19/2007			\$ 722							\$ 722	\$ -	\$ -	\$ -	\$ 9,904	-
COUNTY OF KERN	\$ 3,550	7/7/2007	KCERA 3% @ 50	See Add'l Info.	\$ 1,172	\$ -	\$ 71	\$ -	\$ -	See Add'l Info.	6/30/2009	\$ 4,793	-13.91%				
	\$ 5,135	7/7/2007				\$ 616						\$ -	\$ -	\$ -	\$ 6,994	-5.22%	
	\$ 6,459	7/7/2007				\$ 775						\$ -	\$ -	\$ -	\$ 8,477	-14.41%	
FREMONT	\$ 6,361	7/1/2007	PERS 3% @ 50	0%	\$ 1,076	\$ -	\$ 125	\$ -	\$ -	8/22/08: 6% (4% COLA; 2% Market)	6/30/2009	\$ 7,582	35.81%				
	\$ 7,733	7/1/2007				\$ 387						\$ -	\$ -	\$ -	\$ 9,321	26.31%	
	\$ 9,293	7/1/2007				\$ 465						\$ -	\$ -	\$ -	\$ 10,959	10.65%	
FRESNO	\$ 4,779	7/1/2007	IPS See Add'l Info.	See Add'l Info.	\$ 658	\$ 49	\$ 83	\$ -	\$ -	7/1/2008: 3%	6/30/2009	\$ 5,568	0.00%				
	\$ 6,101	7/1/2007				\$ 67						\$ -	\$ -	\$ -	\$ 7,458	1.06%	
	\$ 7,355	7/1/2007				\$ 81						\$ -	\$ -	\$ -	\$ 8,838	-10.77%	
GLENDALE	\$ 5,486	7/1/2007	PERS 3% @ 50	0%	\$ 1,073	\$ -	\$ 117	\$ -	\$ -	7/1/2008 5% 7/1/2009 6% 7/1/2010 5%	6/30/2011	\$ 6,876	19.90%				
	\$ 7,170	7/1/2007				\$ 500						\$ -	\$ -	\$ -	\$ 8,890	20.06%	
	\$ 9,237	7/1/2007				\$ 650						\$ -	\$ -	\$ -	\$ 11,077	11.84%	
MODESTO	\$ 3,982	1/9/2007	PERS 3% @ 50	7.5%	\$ 812	\$ 308	\$ 92	\$ -	\$ -	1/8/2008: 8% 8/24/2008: 5.5%	12/22/2008	\$ 5,191	-6.76%				
	\$ 5,343	1/9/2007				\$ 416						\$ 107	\$ -	\$ -	\$ 6,789	-8.27%	
	\$ 5,799	6/26/2007				\$ 450						\$ 116	\$ -	\$ -	\$ 7,324	-4.76%	
	\$ 7,085	6/26/2007				\$ 547						\$ 141	\$ -	\$ -	\$ 8,712	-12.04%	
ONTARIO	\$ 4,439	11/11/2007	PERS 3% @ 50	9%	\$ 960	\$ 407	\$ 79	\$ -	\$ 150		12/31/2007	\$ 6,035	8.40%				
	\$ 5,396	11/11/2007				\$ 551						\$ 378	\$ 270	\$ 150	\$ 7,784	5.48%	
	\$ 5,963	11/11/2007				\$ 608						\$ 417	\$ 298	\$ 150	\$ 8,475	10.21%	
	\$ 8,201	11/11/2007				\$ 834						\$ 574	\$ 410	\$ 500	\$ 11,558	18.69%	
OXNARD	\$ 4,807	10/3/2008	PERS 3% @ 50	9%	\$ 349	\$ 433	\$ -	\$ -	\$ -		9/7/2007	\$ 5,588	0.37%				
	\$ 6,809	10/3/2008				\$ 699						\$ 681	\$ 272	\$ -	\$ 8,810	19.39%	
	\$ 7,832	10/3/2008				\$ 783						\$ 763	\$ 305	\$ -	\$ 9,832	-0.73%	
PASADENA	\$ 5,260	4/30/2007	PERS 3% @ 55	9%	\$ 797	\$ 473	Provided	\$ -	\$ -	4/28/2008 4%	4/24/2009	\$ 6,530	17.28%				
	\$ 6,440	4/30/2007				\$ 607						\$ 300	\$ -	\$ -	\$ 8,144	10.37%	
	\$ 7,262	4/30/2007				\$ 681						\$ 300	\$ -	\$ -	\$ 9,039	17.55%	
	\$ 8,244	4/2/2007				\$ 800						\$ 667	\$ 650	\$ -	\$ 10,361	4.61%	
RIVERSIDE	\$ 5,089	10/9/2007	PERS 3% @ 50	9%	\$ 1,024	\$ 458	Provided	\$ -	\$ -	7/01/2008 3%	6/30/2009	\$ 6,571	18.02%				
	\$ 6,495	10/9/2007				\$ 658						\$ 812	\$ -	\$ -	\$ 8,988	21.81%	
	\$ 8,287	10/9/2007				\$ 839						\$ 1,036	\$ 215	\$ -	\$ 11,401	15.11%	
SAN BERNARDINO	\$ 4,685	8/1/2007	PERS 3% @ 55	0%	\$ 937	\$ -	\$ 73	\$ -	\$ -	8/1/2008	1/1/2010	\$ 5,895	2.28%				
	\$ 6,442	8/1/2007				\$ -						\$ 250	\$ -	\$ -	\$ 7,702	4.37%	
	\$ 8,110	8/1/2007				\$ -						\$ 275	\$ -	\$ -	\$ 9,395	-5.14%	
STOCKTON	\$ 3,735	7/1/2007	PERS 3% @ 50	9%	\$ 890	\$ 348	\$ 133	\$ -	\$ -	See Add'l Info.	7/1/2010	\$ 5,106	-8.29%				
	\$ 5,570	7/1/2007				\$ 594						\$ 501	\$ 390	\$ 111	\$ 8,190	10.99%	
	\$ 5,849	7/1/2007				\$ 623						\$ 526	\$ 409	\$ 117	\$ 8,548	11.15%	
	\$ 6,582	7/1/2007				\$ 699						\$ 592	\$ 461	\$ 132	\$ 9,490	-4.19%	

1/31/2008 10:14

BAKERSFIELD - TOTAL COMPENSATION		AVERAGE TOTAL COMP. - EXCL. BAKERSFIELD	
POSITION	TOT. COMP.	MEAN	% DIFF
POLICE OFFICER - BOTTOM STEP	\$ 5,568	\$ 5,938	-6.64%
POLICE OFFICER - TOP STEP	\$ 7,379	\$ 8,093	-9.67%
SENIOR OFFICER - TOP STEP	\$ 7,690	\$ 8,347	-8.54%
SERGEANT - TOP STEP	\$ 8,904	\$ 10,009	-1.06%

Findings:

A bottom step Bakersfield Police Officer is 6.64% below the average of its survey cities.
A top step Bakersfield Police Officer is 9.67% below the average of its survey cities.
A top step Bakersfield Senior Police Officer is 8.54% below the average of its survey cities.
A top step Bakersfield Police Sergeant is 1.06% below the average of its survey cities.