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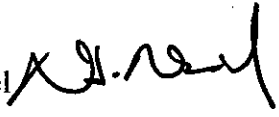
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March 22, 2010

MEMORANDUM

TO: City Council Colleagues
FROM: Councilmember Nancy Nadel 
RE: Police Salaries

In looking at the budget and more specifically at the salaries over \$100,000 per year, I was stunned to see so many police officers (not managers), getting over \$200,000 a year much of it from overtime.

We are continually faced with community pressure to hire more officers. We are continually given information about other cities with more officers. I asked my policy aide, Xiaojing Wang, to research the police officer starting salaries and other relevant information for other major cities with major crime and high standard of living. The chart attached shows the comparisons. The non-Oakland cities starting salaries are in the low and mid \$40,000 range and the average is 61% of the Oakland police officer starting salary. The cost of living in the other four cities is comparable to Oakland, in fact it is higher in two of the four cities. All five cities' officers are represented by unions.

Clearly, we are very much out of the comparability range and it is costing us and the safety of our citizens dearly. Although we have a signed contract with OPOA, I think we ought to encourage the City Administrator to request re-opening the contract for a lower starting salary. If this is not possible, I urge my colleagues to keep this in mind when the contract expires.

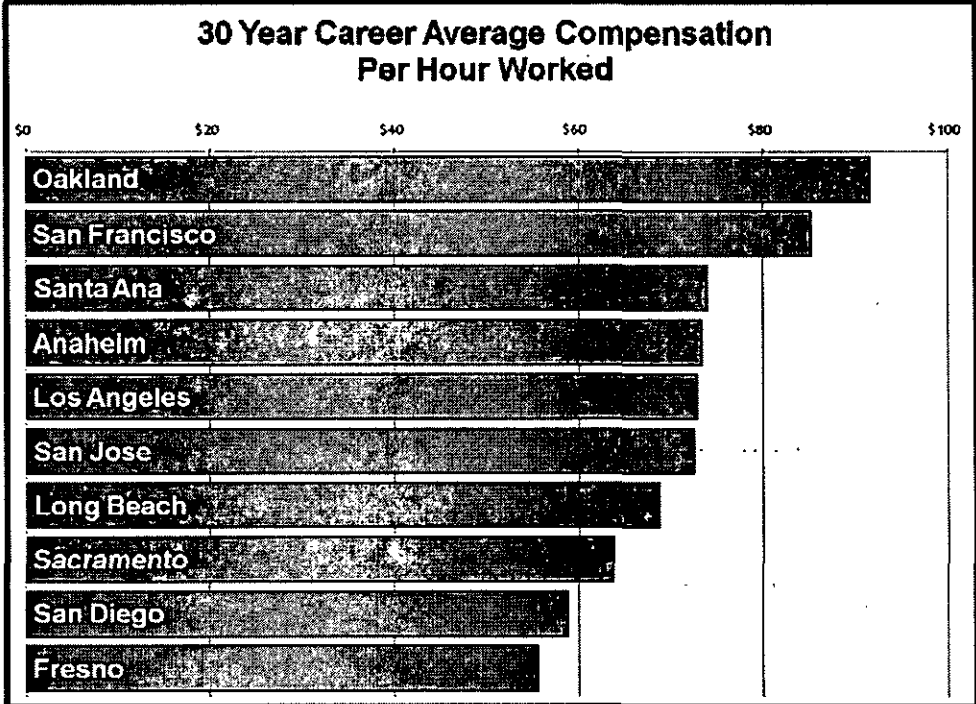
COMPARISON OF POLICE DEPARTMENT STATISTICS FOR SELECT CITIES

City	Starting/Base Salary	Cost of Living Compared to Oakland *	Violent Crime Rate **	Ratio of Sworn Officers to Population ***	Employee Retirement Contribution	NOTES
Baltimore	\$42,290	89%	1631	1 to 199	Baltimore Fire & Police Employees' Retirement System • 6% contribution	
Boston	\$46,000	96%	1155	1 to 292	Public Employee Retirement Administration Commission • 5-11% contribution based on tiers	Requires City of Boston residency
Long Beach	\$55,476	n/a	723	1 to 478	CalPERS 3% at 50 • 2% contribution	
Los Angeles	\$45,226	104%	718	1 to 425	Los Angeles Fire & Police Pension (LAFPP) • 9% contribution	
New York City	\$43,062	115%	614	1 to 180	New York City Police Pension Fund • 2.5% contribution (minimum)	Requires 60 semester credits at an accredited college or university or two years of honorable full-time U.S. military service
Oakland	\$71,841	100%	1918	1 to 494	CalPERS 3% at 50 • 0% contribution; 2% contribution by 2013	
Sacramento	\$50,400	85%	1114	1 to 730	CalPERS 3% at 50 • 0% contributions	Requires 60 semester or 90 quarter units from an accredited university or college
San Francisco	\$79,716	120%	874	1 to 337	San Francisco Employees' Retirement System (SFERS) • 7-7.5% contribution (based on tiers)	
San Jose	\$74,982	114%	402	1 to 546	San Jose Police and Fire Retirement Plan • 11.96% contribution	Requires 40 semester or 60 quarter units from an accredited college or university.
* CNN.com (cost of living calculator: http://cgi.money.cnn.com/tools/costofliving/costofliving.html)						
** U.S. Bureau of Justice Statistics (rates are the number of reported offenses per 100,000 population in 2007)						
*** U.S. Bureau of Justice Statistics (2005) and U.S. Census (2006)						

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COMPENSATION STUDY



RECAP (\$)	Total Compensation Per Hour Worked							Average
	Year 1	Year 6	Year 11	Year 16	Year 21	Year 26	Year 30	
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