



*Mayor*  
R. Carey Davis  
*City Manager*  
Allen J. Parker

## PRESS STATEMENT

October 15, 2014

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### **2014-2015 SALARY IMPACTS OF SECTION 186 SAN BERNARDINO POLICE DEPARTMENT**

Attribute to Mr. Parker:

Section 186 of the City Charter **requires** a basic standard for fixing salaries, classifications, and working conditions of the Police and Fire Departments. Impact to the salaries of the Police Safety Management Unit require salary increases ranging from 2.52% to 5.29% and the Police Safety Unit (those represented by the San Bernardino Police Officers' Association) for Fiscal-Year 2014-2015 require salary increases ranging from 3.52% to 4.92%. The total costs to the City represent over \$1.3 Million annually in additional base salaries, benefit and estimated overtime costs.

Section 186 mandates that 10 cities, ranging in population from 100,000 to 250,000, be used for fixing the monthly salaries. The cities are determined through a process where representatives of the City and the Union alternately strike the names of cities from the list one at a time until the names of ten cities remain. The representative to strike the first name from the list is determined by lot. The salary increases are mandatory and are not based upon employee performance, the City's financial condition, or departmental performance measurements.

Of the cities chosen under the Police Safety Unit employees, four (4) are served under contract by the Los Angeles County Sheriff's Department and three (3) are Northern California cities. For the Police Safety Management Unit, four (4) are located in Northern California.

A graphic showing the impact of the base-salary increases and each City utilized within the formula is listed below. The total costs illustrated in the chart do not include additional benefit costs incurred by the City as a result of the calculation. The November 4<sup>th</sup> Ballot contains Measure Q which would replace this mandated formula with collective bargaining requirements already within State Law.

To date, the San Bernardino City Professional Firefighters' Association has opted not to meet with the City.

**Police Safety Unit – Base Salary Impact**

| <i>City</i>         | <i>P-1: Police Officer</i> | <i>P-2: Detective</i> | <i>P-3: Sergeant</i> |                     |
|---------------------|----------------------------|-----------------------|----------------------|---------------------|
| Irvine              | \$7,949.00                 | \$9,050.00            | \$10,052.00          |                     |
| Santa Rosa          | \$7,760.83                 | \$9,118.43            | \$10,476.00          |                     |
| Daly City           | \$7,896.00                 | \$8,942.00            | \$9,987.00           |                     |
| Lancaster           | \$7,835.54                 | \$8,857.41            | \$9,879.31           | LACSD               |
| Norwalk             | \$7,835.54                 | \$8,857.41            | \$9,879.31           | LACSD               |
| Palmdale            | \$7,835.54                 | \$8,857.41            | \$9,879.31           | LACSD               |
| Santa Clarita       | \$7,835.54                 | \$8,857.41            | \$9,879.31           | LACSD               |
| West Covina         | \$7,838.82                 | \$8,808.24            | \$9,777.66           |                     |
| Fontana             | \$7,290.54                 | \$8,794.64            | \$10,298.75          |                     |
| Fairfield           | \$7,182.07                 | \$8,851.69            | \$10,512.84          |                     |
|                     |                            |                       |                      |                     |
| <b>Totals</b>       | \$77,259.42                | \$88,945.43           | \$100,621.49         |                     |
|                     |                            |                       |                      |                     |
| New Salary          | \$7,725.94                 | \$8,894.54            | \$10,062.15          |                     |
| Current Salary      | \$7,463.19                 | \$8,477.40            | \$9,634.21           |                     |
| \$ Change           | \$262.75                   | \$417.14              | \$427.94             |                     |
| % Change            | 3.52%                      | 4.92%                 | 4.44%                |                     |
| Total Positions     | 163                        | 44                    | 39                   |                     |
| <b>Annual Costs</b> | <b>\$513,943.57</b>        | <b>\$220,251.32</b>   | <b>\$200,275.42</b>  | <b>\$934,470.31</b> |

**Police Safety Management – Base Salary Impact**

| <i>City</i>         | <i>Lieutenants</i> | <i>Captains</i>    | <i>Assistant Police Chief</i> | <i>Police Chief*</i> |                    |
|---------------------|--------------------|--------------------|-------------------------------|----------------------|--------------------|
| Irvine              | \$13,038.77        | \$14,132.63        | \$15,264.74                   | \$19,001.26          |                    |
| Downey              | \$12,323.28        | \$15,496.05        | \$16,598.42                   | \$17,700.80          |                    |
| Santa Rosa          | \$12,685.34        | \$15,043.65        | \$15,716.20                   | \$16,388.75          |                    |
| Fontana             | \$12,511.16        | \$15,120.33        | \$16,176.71                   | \$17,232.90          |                    |
| Salinas             | \$13,023.00        | \$14,050.00        | \$15,077.00                   | \$16,377.00          |                    |
| Torrance            | \$11,617.19        | \$16,379.79        | \$17,490.89                   | \$18,602.00          |                    |
| Roseville           | \$12,512.55        | \$13,784.41        | \$15,852.05                   | \$18,181.71          |                    |
| Fullerton           | \$12,009.96        | \$13,977.68        | \$16,423.13                   | \$18,868.58          | Pending OCSD       |
| San Buena Ventura   | \$12,285.28        | \$13,405.58        | \$14,340.82                   | \$17,389.48          |                    |
| Hayward             | \$12,117.73        | \$13,993.20        | \$15,024.53                   | \$16,055.86          |                    |
|                     |                    |                    |                               |                      |                    |
| <b>Total</b>        | \$124,124.26       | \$145,383.31       | \$157,964.38                  | \$175,798.34         |                    |
|                     |                    |                    |                               |                      |                    |
| New Salary          | \$12,412.43        | \$14,538.33        | \$15,796.44                   | \$17,579.83          |                    |
| Current Salary      | \$12,083.37        | \$13,807.54        | \$15,380.70                   | \$17,147.80          |                    |
| \$ Change           | \$329.06           | \$730.79           | \$415.74                      | \$432.03             |                    |
| % Change            | 2.72%              | 5.29%              | 2.70%                         | 2.52%                |                    |
| Total Positions     | 9                  | 3                  | 1                             | 1                    |                    |
| <b>Annual Costs</b> | <b>\$35,538.03</b> | <b>\$26,308.49</b> | <b>\$4,988.86</b>             | <b>\$5,184.41</b>    | <b>\$72,019.79</b> |

\* Not part of the Police Management Association but is included within the survey.