

KPPCSD

Title: Police Officer

Analysis Date: 12/13/2018

Survey Agency	Comparable Classification	Top Step Base	POST Pay/Educ. Incent.	Uniform Allowance	Longevity (20 YOS)	Employee Cont. + Cost Share PERS		Wages + EPMC	Insurance				Total Comp	Rank	
						(%)	(\$)		Health	Dental	Vision	Retiree Health			Total Insurance
Albany	Police Officer	\$9,564	\$1,052	\$100	\$0	-13.0%	-\$1,393	\$9,323	\$1,861	\$139	\$0	\$136	\$2,136	\$11,459	5
Berkeley	Police Officer	\$10,215	\$715	\$117	\$511	-11.0%	-\$1,271	\$10,286	\$1,997	\$170	\$0	\$1,439	\$3,607	\$13,893	1
Broadmoor Police Protection District	Police Officer	\$8,400	\$630	\$0	\$0	-13.5%	-\$1,219	\$7,811	\$1,840	\$0	\$0	\$136	\$1,976	\$9,787	9
Central Marin Police Authority	Police Officer	\$7,738	\$387	\$0	\$155	-12.0%	-\$994	\$7,286	\$1,861	\$167	\$0	\$310	\$2,338	\$9,624	10
East Bay Regional Park District	Police Officer	\$9,259	\$694	\$92	\$0	-12.0%	-\$1,205	\$8,840	\$2,037	\$195	\$0	\$136	\$2,367	\$11,208	7
El Cerrito	Police Officer	\$9,040	\$452	\$83	\$814	-12.0%	-\$1,247	\$9,142	\$1,997	\$177	\$0	\$0	\$2,174	\$11,317	6
Moraga	Patrol Officer	\$8,112	\$243	\$100	\$0	-12.0%	-\$1,015	\$7,441	\$2,500	\$200	\$25	\$0	\$2,725	\$10,166	8
Piedmont	Police Officer	\$9,379	\$657	\$125	\$0	-9.6%	-\$976	\$9,184	\$1,868	\$197	\$20	\$1,547	\$3,632	\$12,816	2
Richmond	Police Officer	\$9,572	\$768	\$67	\$670	-12.0%	-\$1,329	\$9,748	\$1,861	\$123	\$18	\$136	\$2,139	\$11,886	3
KPPCSD	Police Officer	\$7,046	\$528	\$67	\$167	-4.0%	-\$312	\$7,495	\$1,872	\$203	\$32	\$1,872	\$3,980	\$11,475	4
Median (Excluding KPPCSD)		\$9,259						\$9,142					\$11,317		
Variance from Median		-23.91%						-18.02%					1.40%		
Average (Excluding KPPCSD)		\$9,031						\$8,784					\$11,351		
Variance From Average		-21.98%						-14.68%					1.10%		

Notes:

Health Plan contributions are for 2019

Albany: City contributes \$928/month to Retiree Health Savings Plan for employees with 24 to 34 completed YOS; OPEB calculated from PEMHCA minimum

Central Marin Police Authority: Authority contributes 2.0% (1-15 YOS) or 2.25% (16+ YOS) of base pay into Retiree Health Savings Account for employees hired after 1/1/13 (defined contribution plan).

East Bay Regional Parks - Health contribution average of 2019 Kaiser Family and PORAC

El Cerrito: Employees may continue health coverage in retirement at their own expense (potential implied subsidy, but no direct City contribution).

Moraga - Health is through a Kaiser Gold Plan - premiums depend on age of employee and level of coverage. HR unable to provide an average or maximum for that nor Dental or Vision premiums; amounts shown are estimates

Richmond employees contribute toward Retiree health benefits \$250 per month increasing through 2021