

Santa Cruz Police

Salary and Benefits



Police Officer Trainee:

\$5,708 per month.

Police Officer:

\$6,292 to \$8,854 per month.

Top Step Full Incentives:

\$8,854 + BA 5% + 15 Year longevity 8.5% + FTO 5% + bilingual 5% + Night shift 2.5% = \$11,156.

Education Incentive:

AA/AS degree or Intermediate POST Certificate - 2.5% increase, BA/BS degree or Advanced POST Certificate - 5% increase.

Bilingual Pay:

For bilingual speaking skills 5% increase.

Special Assignment Pay:

Additional 5% increase of base pay for Detectives, Field Training, or Traffic Motorcycle officers.

Call Back, Court:

Minimum 4 hours at time and an half overtime pay.

Longevity Pay:

Additional 4.5% increase of pay after 10 years, and an additional 4% increase after 15 years.

Night Shift Pay:

Shifts Midnight to 7:00 A.M. are eligible for an additional 2.5% differential of base pay.

Hiring Bonus of \$10,000 to \$20,000:

Police Trainees and Academy Graduate Police Officers will receive \$10,000, Lateral Police Officer will receive \$20,000 sign on bonus. New Police Officers with a two-year college degree (AA or AS) will receive a \$2,500 education bonus, four-year college degree (BA or BS) will receive a \$5,000 education bonus (Distributed in 1/3 increments).

Vacation:

80 hours per year for the first 5 years, 120 hours during years 6 to 10 years.

Holiday Time:

104 hours per year.

Sick Time:

Sick time accrues at a rate of 8 hours per month.

Medical:

HMO Plans – Anthem Select, Anthem Traditional, Blue Shield Access, Health Net Smart Care, Kaiser, and United Healthcare. PPO Plans – Anthem Blue Cross, PERS Select, PERS Choice, PERS Care, PORAC.

Dental & Vision Plans:

City provides Dental coverage through Delta Dental & Vision coverage through Vision Service Provider (VSP).

Life Insurance:

\$50,000 of life insurance is provided by the City.

PERS Retirement:

2.7% at 57 PERS pension formula.