

**From:** [Jessica Romeo](#)  
**To:** [Jennifer Ott](#); [CityCouncil-List](#)  
**Cc:** [Nishant Joshi](#)  
**Subject:** RE: March 21, 2023 City Council agenda, Item 7-A  
**Date:** Tuesday, March 21, 2023 4:54:06 PM  
**Attachments:** [APOA Survey - Item 7A - March 21, 2023.pdf](#)  
[APOA Survey - Item 7A - COL - March 21, 2023.pdf](#)

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Mayor and City Council,

In order to provide more detailed compensation information on the Cities cited in the staff report; staff have completed a total compensation survey for those cities as well as our usual comparator cities. This format may look familiar to you as we have used this format during negotiations to determine where Alameda sits in the market.

The attached Total Compensation survey looks at base salary, employee contributions to retirement, Medical, Dental and Vision benefits paid by the City as well as pays for Education Incentive, Holiday In Lieu, Uniform Allowance, and Retention. The total compensation survey also shows any additional amount the employee is required to pay or any special pay that is unique to that agency under the header "Other". The items included in "Other" are listed at the bottom of the table.

To provide context we have also compiled cost of living information for the Cities listed on the survey, based on information found on [www.bestplaces.net](http://www.bestplaces.net).

Thank you,

**Jessica R. Romeo**  
**Human Resources Director**

City of Alameda | Human Resources Department  
PH: (510) 747-4916 | FAX: (510) 865-4043  
[jromeo@alamedaca.gov](mailto:jromeo@alamedaca.gov)

**Please note that Human Resources is closed on Fridays.**

*CONFIDENTIALITY NOTICE: This transmittal is intended only for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential, and exempt from disclosure under applicable law. If the reader of this transmittal is not the intended recipient or the employee or agent responsible for delivering the transmittal to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited.*

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**From:** Jennifer Ott  
**Sent:** Monday, March 20, 2023 9:49 PM  
**To:** CityCouncil-List <CITYCOUNCIL-List@alamedaca.gov>  
**Cc:** Jessica Romeo <JRomeo@alamedaca.gov>; Nishant Joshi <njoshi@alamedaca.gov>  
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I apologize – I sent the updated chart too quickly. Please find below the correct updated chart.

Thanks,  
Jen

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**From:** Jessica Romeo <[JRomeo@alamedaca.gov](mailto:JRomeo@alamedaca.gov)>  
**Sent:** Monday, March 20, 2023 11:54 AM  
**To:** Jennifer Ott <[jott@alamedaca.gov](mailto:jott@alamedaca.gov)>  
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Palo Alto	\$154,698.33	\$7,647.70	\$162,346.03	\$131,423.51		\$293,769.54
Alameda County Sheriff - Deputy Sheriff I	\$94,469.00	\$300.00	\$94,769.00	\$59,511.00		\$154,280.00
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Mayor and Councilmembers:

Please find below some information that I compiled for a Councilmember regarding Agenda Item, 7-A, that I thought might be of interest to the entire City Council.

Thanks,  
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1. Alameda’s pay and benefits (total package) at different levels of experience compared to other CA cities, including the 10 listed in Staff’s report that are paying financial incentives.

**ALAMEDA**

<b>Position Name*</b>	<b>Step</b>	<b>Base Salary</b>	<b>Special Pays</b>	<b>PERS Contributions and Unfunded Liability</b>	<b>Health/Dental and other benefits</b>	<b>OPEB</b>	<b>TOTAL</b>
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POLICE OFFICER	2	\$119,375	\$10,267	\$80,734	\$26,902	\$23,136	\$260,414
POLICE OFFICER	3	\$125,309	\$10,678	\$81,569	\$26,922	\$23,136	\$267,614
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POLICE OFFICER	5	\$138,185	\$21,408	\$102,206	\$27,413	\$23,136	\$312,348

**OTHER CITIES**

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Hermosa Beach	\$99,173.00	\$115,670.00	\$214,843.00	\$62,651.00	\$58,686.39	\$551,023.39
Inglewood	93,855.00	\$25,511.00	\$152,491.00	\$61,158.00		\$333,015.00
Los Angeles - Police Officer I	\$75,930.60	\$0.00	\$79,428.50	\$54,023.00		\$209,382.10
Los Angeles - Police Officer II	\$169,561.71	\$9,113.00	\$247,630.11	\$99,086.00		\$525,390.82

Los Angeles - Police Officer III	\$173,156.70	\$9,245.00	\$184,765.78	\$100,768.00		\$467,935.48
Redding	\$134,404.95	\$19,667.11	\$161,024.55	\$34,897.16	\$41,006.81	\$391,000.58

2. How many laterals hired per year from 2015 to date.

Year	# of Laterals Hired
2015	1
2016	2
2017	0
2018	3
2019	2
2020	1
2021	0
2022	0
2023	0*

\*Represents Laterals through the background process and does not include any in the background process.

3. How many Alameda sworn officers live in Alameda now?

Unit	Total Sworn	Total Residents of Alameda
APOA	43	5
APMA	8	0
EXME	1	1

**APOA - March 2023  
Total Compensation Survey**

AGENCY	TITLE	TOP STEP	Hours in Work Week	EMPLOYEE PERS CONTRIBUTION					Max Agency Contribution			Extra Pays				OTHER (i.e. OPEB)	TOTAL (Hourly)	Total Annual Comp
				% EE PERS Rate	Cost Share (EE Paid ER Cont.)	% EPMC**	% Total EE Paid	\$ Total EE Paid	Medical	Dental	Vision	Ed. Incentive (BA Degree)	Holiday-In-Lieu	Uniform Allowance	Retention Pay (10 year)			
<b>Survey Cities</b>																		
Alameda	Police Officer	\$64.50	40	9.00%	6.00%	0.00%	15.00%	-\$9.68	\$15.27	\$0.93	\$0.07	\$3.23	\$4.47	\$0.96	\$2.07	-\$2.58	\$79.23	\$164,799.97
Berkeley	Police Officer	\$65.67	40	9.00%	5.00%	0.00%	14.00%	-\$9.19	\$13.70	\$0.98	\$0.00	\$4.60	\$3.28	\$0.67	\$0.00	\$0.00	\$79.71	\$165,805.57
Fremont	Police Officer	\$68.67	40	9.00%	3.00%	0.00%	12.00%	-\$8.24	\$14.42	Incl. in Medical	Incl. in Medical	\$5.15	\$3.43	\$0.84	\$0.00	-\$0.69	\$83.59	\$173,869.43
Livermore	Police Officer	\$59.64	40	9.00%	0.00%	0.00%	9.00%	-\$5.37	\$11.25	Incl. in Medical	Incl. in Medical	\$2.60	\$4.47	\$0.60	\$3.85	-\$0.60	\$76.44	\$159,001.22
Pleasanton	Police Officer	\$61.19	40	10.50%	1.50%	0.00%	12.00%	-\$7.34	\$11.70	\$0.82	\$0.13	\$7.34	\$4.59	\$0.72	\$0.00	-\$0.29	\$78.86	\$164,025.44
San Leandro	Police Officer	\$70.97	40	9.00%	3.00%	0.00%	12.00%	-\$8.52	\$13.05	\$0.85	\$0.00	\$4.26	\$4.97	\$0.77	\$0.00	-\$1.73	\$84.62	\$176,001.78
<b>Other Cited Cities</b>																		
Chico	Police Officer	\$41.64	40	9.00%	6.00%	0.00%	15.00%	-\$6.25	\$9.19	\$0.00	\$0.03	\$2.08	\$2.60	\$0.43	\$0.00	\$0.00	\$49.73	\$103,444.92
Antioch	Police Officer	\$63.08	40	0.00%	12.00%	9.00%	12.00%	-\$1.89	\$14.02	\$0.99	Incl. In Medical	\$6.31	\$0.00	\$0.42	\$1.58	\$0.00	\$84.50	\$175,765.41
Pittsburgh	Police Officer	\$56.07	40	9.00%	3.00%	0.00%	12.00%	-\$6.73	\$13.77	\$1.02	\$0.08	\$8.41	\$3.08	\$0.48	N/A**	\$0.00	\$76.19	\$158,466.78
Palo Alto	Police Officer	\$64.77	40	9.00%	3.50%	0.00%	12.50%	-\$8.10	\$12.95	\$0.75	\$0.00	\$4.86	\$0.00	\$0.00	\$1.94	\$0.29	\$77.47	\$161,138.30
Alameda County	Deputy Sheriff	\$64.60	40	9.00%	7.91%	0.00%	16.91%	-\$10.92	\$12.42	\$0.70	\$0.00	\$5.49	\$0.00	\$0.60	\$0.00	\$0.00	\$72.88	\$151,598.37
Beverly Hills	Police Officer	\$62.44	40	9.00%	0.00%	0.00%	9.00%	-\$5.62	\$12.16	Incl. in Medical	Incl. in Medical	\$8.59	\$3.00	\$0.38	\$0.00	\$0.00	\$80.96	\$168,388.95
Hermosa Beach	Police Officer	\$50.51	40	9.00%	0.00%	0.00%	9.00%	-\$4.55	\$11.14	\$1.31	\$0.00	\$5.05	\$3.21	\$0.48	\$5.05	\$0.00	\$72.20	\$150,179.21
Inglewood	Police Officer	\$51.42	40	9.00%	3.00%	0.00%	12.00%	-\$6.17	\$10.97	\$0.75	\$0.00	\$6.43	\$3.21	\$0.50	\$3.09	\$4.11	\$74.31	\$154,571.46
Los Angeles	Police Officer	\$56.86	40	9.00%	0.00%	0.00%	9.00%	-\$5.12	\$6.77	\$0.75	\$0.00	\$3.63	\$0.00	\$0.73	\$1.51	\$1.51	\$66.64	\$138,616.61
Redding	Police Officer	\$54.33	40	9.00%	9%	0.00%	17.50%	-\$9.51	\$6.35	\$0.75	\$0.00	\$6.85	\$0.00	\$0.63	\$0.00	\$5.59	\$64.99	\$135,183.88

AVERAGE (Survey Agencies Only) \$167,740.69  
ALAMEDA +/- MEDIAN -\$2,940.71  
ALAMEDA +/- MEDIAN % -1.75%

\*\* Employer Paid Member Contribution (Considered PERS-able compensation)

\*\* Medical/Dental/Life based on Family Coverage Rate

Highlighted Items are estimates - waiting for confirmation from agency.

**OTHER (included in above)**

Alameda OPEB Trust, 401a/h

Berkeley

Fremont Retiree Health Savings

Livermore Retiree Health Savings

Pleasanton Retiree Health Savings

San Leandro Retiree Medical Trust

Chico

Antioch

Pittsburgh

Palo Alto Other Includes: Deferred Comp Match (\$50 per month); night shift differential 5%

Alameda County

Beverly Hills

Hermosa Beach

Inglewood Other Includes: Special Duty Assignment 8%

Los Angeles Other Includes: 1.25% Patrol Bonus, Marksmanship Bonus of 64.00 biweekly (\$1,664 annually) Additional Info: Subsidy of \$24,000 for housing in LA for upi tpo two years after hire

Redding Other Includes: Shift Differential paid to Graveyard (5%); Holiday CashOut (110 hours not used cashed at end of year)

	Population	Median Income	Average Home Price	Overall % More or Less Expensive than Alameda
<b>Survey Cities</b>				
Alameda	78,320	\$76,439	\$1,179,600	
Berkeley	119,607	\$65,283	\$1,320,600	13.50% More
Fremont	231,502	\$103,591	\$1,348,500	5.60% More
Livermore	88,403	\$99,683	\$986,500	13.40% Less
Pleasanton	79,558	\$123,608	\$1,462,600	9.00% More
San Leandro	91,176	\$64,279	\$805,900	19.40% Less
<b>Other Cited Cities</b>				
Chico	104,000	\$42,334	\$444,000	45.50% Less
Antioch	115,000	\$65,770	\$596,600	28.70% Less
Pittsburgh	76,000	\$60,376	\$531,100	24.60% Less
Palo Alto	69,000	\$126,771	\$3,107,600	106.10% More
Beverly Hills	32,903	\$87,366	\$3,525,600	129.60% More
Hermosa Beach	19,787	\$105,029	\$1,992,000	42.50% More
Inglewood	108,206	\$42,249	\$717,100	24.20% Less
Los Angeles	3,902,440	\$49,682	\$912,500	16.10% Less
Redding	93,251	\$43,773	\$372,200	48.70% Less

Data From: Best Places [www.bestplaces.net](http://www.bestplaces.net)

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**ALAMEDA**

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2022	0
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3. How many Alameda sworn officers live in Alameda now?

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APMA	8	0
EXME	1	1

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Mayor and City Council:

We found an inconsistency in the numbers provided, here are the corrected amounts. Sorry about that. The chart from Transparent California summed the Total Pay twice. Here is a corrected chart:

<b>Transparent California - 2021</b>	<b>Regular Pay</b>	<b>Other Pay</b>	<b>Total Pay</b>	<b>Benefits</b>	<b>Pension Debt</b>	<b>Total pay &amp; benefits</b>
Chico	\$78,182.92	\$16,690.94	\$115,224.04	\$20,846.15	\$35,293.70	\$171,363.89
Antioch	\$123,684.08	\$10,861.47	\$144,800.74	\$79,351.63	\$0.00	\$224,152.37
Pittsburgh	\$107,802.00	\$26,990.00	\$143,196.00	\$58,612.00	\$33,629.91	\$235,437.91
Palo Alto	\$154,698.33	\$7,647.70	\$200,875.89	\$131,423.51		\$332,299.40
Alameda County Sheriff - Deputy Sheriff I	\$94,469.00	\$300.00	\$148,461.00	\$59,511.00		\$207,972.00
Alameda County Sheriff - Deputy Sheriff II	126,117.00	\$9,374.00	\$230,762.00	\$106,952.00		\$337,714.00
Beverly Hills	\$114,983.04	\$11,025.52	\$216,644.53	\$57,145.47	\$49,195.95	\$322,985.95
Hermosa Beach	\$99,173.00	\$115,670.00	\$214,843.00	\$62,651.00	\$58,686.39	\$336,180.39
Inglewood	93,855.00	\$25,511.00	\$152,491.00	\$61,158.00		\$213,649.00
Los Angeles - Police Officer I	\$75,930.60	\$0.00	\$79,428.50	\$54,023.00		\$133,451.50
Los Angeles - Police Officer II	\$169,561.71	\$9,113.00	\$247,630.11	\$99,086.00		\$346,716.11
Los Angeles - Police Officer III	\$173,156.70	\$9,245.00	\$184,765.78	\$100,768.00		\$285,533.78
Redding	\$134,404.95	\$19,667.11	\$161,024.55	\$34,897.16	\$41,006.81	\$236,928.52

**From:** Jennifer Ott  
**Sent:** Monday, March 20, 2023 10:44 AM  
**To:** CityCouncil-List <[CITYCOUNCIL-List@alamedaca.gov](mailto:CITYCOUNCIL-List@alamedaca.gov)>  
**Cc:** Nishant Joshi <[njoshi@alamedaca.gov](mailto:njoshi@alamedaca.gov)>; Jessica Romeo <[JRomeo@alamedaca.gov](mailto:JRomeo@alamedaca.gov)>; Margaret O'Brien <[mobrien@alamedaca.gov](mailto:mobrien@alamedaca.gov)>  
**Subject:** FW: March 21, 2023 City Council agenda, Item 7-A

Mayor and Councilmembers:

Please find below some information that I compiled for a Councilmember regarding Agenda Item, 7-A, that I thought might be of interest to the entire City Council.

Thanks,  
Jen

\*\*\*\*\*

1. Alameda's pay and benefits (total package) at different levels of experience compared to other CA cities, including the 10 listed in Staff's report that are paying financial incentives.

**ALAMEDA**

<b>Position Name*</b>	<b>Step</b>	<b>Base Salary</b>	<b>Special Pays</b>	<b>PERS Contributions and Unfunded Liability</b>	<b>Health/Dental and other benefits</b>	<b>OPEB</b>	<b>TOTAL</b>
POLICE OFFICER	1	\$113,654	\$9,871	\$75,136	\$26,769	\$23,136	\$248,566
POLICE OFFICER	2	\$119,375	\$10,267	\$80,734	\$26,902	\$23,136	\$260,414
POLICE OFFICER	3	\$125,309	\$10,678	\$81,569	\$26,922	\$23,136	\$267,614
POLICE OFFICER	3	\$125,309	\$10,678	\$81,569	\$26,922	\$23,136	\$267,614
POLICE OFFICER	4	\$131,629	\$11,115	\$87,353	\$27,060	\$23,136	\$280,293
POLICE OFFICER	5	\$138,185	\$21,408	\$102,206	\$27,413	\$23,136	\$312,348

**OTHER CITIES**

<b>Transparent California - 2021</b>	<b>Regular Pay</b>	<b>Other Pay</b>	<b>Total Pay</b>	<b>Benefits</b>	<b>Pension Debt</b>	<b>Total pay &amp; benefits</b>
Chico	\$78,182.92	\$16,690.94	\$115,224.04	\$20,846.15	\$35,293.70	\$266,237.75
Antioch	\$123,684.08	\$10,861.47	\$144,800.74	\$79,351.63	\$0.00	\$358,697.92
Pittsburgh	\$107,802.00	\$26,990.00	\$143,196.00	\$58,612.00	\$33,629.91	\$370,229.91

Palo Alto	\$154,698.33	\$7,647.70	\$200,875.89	\$131,423.51		\$494,645.43
Alameda County Sheriff - Deputy Sheriff I	\$94,469.00	\$300.00	\$148,461.00	\$59,511.00		\$302,741.00
Alameda County Sheriff - Deputy Sheriff II	126,117.00	\$9,374.00	\$230,762.00	\$106,952.00		\$473,205.00
Beverly Hills	\$114,983.04	\$11,025.52	\$216,644.53	\$57,145.47	\$49,195.95	\$448,994.51
Hermosa Beach	\$99,173.00	\$115,670.00	\$214,843.00	\$62,651.00	\$58,686.39	\$551,023.39
Inglewood	93,855.00	\$25,511.00	\$152,491.00	\$61,158.00		\$333,015.00
Los Angeles - Police Officer I	\$75,930.60	\$0.00	\$79,428.50	\$54,023.00		\$209,382.10
Los Angeles - Police Officer II	\$169,561.71	\$9,113.00	\$247,630.11	\$99,086.00		\$525,390.82
Los Angeles - Police Officer III	\$173,156.70	\$9,245.00	\$184,765.78	\$100,768.00		\$467,935.48
Redding	\$134,404.95	\$19,667.11	\$161,024.55	\$34,897.16	\$41,006.81	\$391,000.58

2. How many laterals hired per year from 2015 to date.

Year	# of Laterals Hired
2015	1
2016	2
2017	0
2018	3
2019	2
2020	1
2021	0
2022	0
2023	0*

\*Represents Laterals through the background process and does not include any in the background process.

3. How many Alameda sworn officers live in Alameda now?

Unit	Total Sworn	Total Residents of Alameda
APOA	43	5
APMA	8	0
EXME	1	1

**From:** [Jennifer Ott](#)  
**To:** [CityCouncil-List](#)  
**Cc:** [Nishant Joshi](#); [Jessica Romeo](#); [Margaret O'Brien](#)  
**Subject:** FW: March 21, 2023 City Council agenda, Item 7-A  
**Date:** Monday, March 20, 2023 10:43:56 AM

Mayor and Councilmembers:

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