

# City of Chula Vista Budget Post “Great Recession”

*Which Departments Have Benefited  
and Which Departments Have Not.*



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# Items to be discussed

- Who are the residents of Chula Vista
- The impacts of the “Great Recession” on Chula Vista, government and residents
- City Staffing
- Public Safety: Sensationalism vs. Rationalism
- City Employee Compensation
- The Walmart model of employment
- What lies ahead for Chula Vista

# Objectives

- **Identify key demographics of Chula Vista residents**
- **Explain how 9/11, the hero archetype, and the “Great Recession” has impacted Chula Vista, its’ residents and local government**
- **Evaluate the impact of employee compensation on city budget and public services**
- **Analyze the different forms of news media/journalism and how they influence public perception**
- **Explore what your role and responsibility is in your community**

# City of Chula Vista



## The People Who Call it Home

# According to the City of Chula Vista's FY 2016-17 Budget, the following describes the residents of our city

## Population<sup>1</sup>

- ❑ 265,070 residents
  - Median Age- 34.2

## Population by Ethnic Group<sup>1</sup>

- ❑ 59%- Hispanic
- ❑ 20%- White
- ❑ 14%- Asian/Pacific Islander
- ❑ 4%- Black
- ❑ 3%- Other

## Educational Attainment for residents 25 years and older<sup>1</sup>

- ❑ Graduate or Professional Degree- **8%**
- ❑ Bachelor's Degree- **19.4%**
- ❑ Associate's Degree- **8.7%**
- ❑ Some college, no degree- **24.9%**
- ❑ High School Graduate- **19%**
- ❑ 9th to 12<sup>th</sup> Grade, no diploma- **10.8%**
- ❑ Less than 9<sup>th</sup> grade- **8.8%**

*Chula Vista is home to a vibrant, diverse group of people, whose educational attainment, formal and informal, and rich cultural heritages has created a unique living experience unequal in San Diego County*

# A large portion of Chula Vista's population is under the age of 18

## Elementary Schools<sup>2</sup>

### ☐ Chula Vista Elementary School District<sup>1</sup>

- ✓ Number of Schools- **47<sup>1</sup>**
- ✓ Projected Enrollment- **29,472<sup>1</sup>**

## Secondary Schools

### ☐ Sweetwater Union High School District<sup>1</sup>

- ✓ Number of Schools- **33<sup>1</sup>**
- ✓ Projected Enrollment- **40,901<sup>1</sup>**

*Approximately, **70,373** of Chula Vista's residents are under 18 years of age<sup>1</sup>*

**1 out of every 4 residents**

<sup>1</sup>City of Chula Vista Budget Fiscal Year 2016-17, Adopted Budget, p. viii, <http://www.chulavistaca.gov/home/showdocument?id=13873> <accessed 01/18/2017>

# Quality of Life Indicator: Housing of Residents

***According to data from the U.S. Census the following statistics describes "Housing" environment in Chula Vista<sup>2</sup>:***

- Housing Units, April 1, 2010- **79,416**
- Owner-occupied housing unit rate, 2011-15- **58.3%**
- Median value of owner-occupied housing units, 2011-15- **\$375,000**
- Median selected monthly owner costs- with a mortgage, 2011-15- **\$2,365**
- Median gross rent, 2011-15- **\$1,291**

***Approximately 42% of residents are renters***

# Quality of Life Indicator: Families and Living Arrangements

***According to data from the U.S. Census the following statistics describes the "Families and Living Arrangements" of residents in Chula Vista<sup>2</sup>:***

- Persons per household, 2011-15- **3.27**
- Living in same house 1 year ago, percent of persons age 1 year or older, 2011-15- **89.5%**
- Language other than English spoken at home, percent of persons ages 5 years or older, 2011-15- **57.3%**

*Families who live in Chula Vista are smaller and more likely to be multilingual. A tremendous asset that could attract a wide variety of business opportunities due to proximity to International Border.*



# Quality of Life Indicator: Income and Poverty

*According to data from the U.S. Census the following statistics describes "Income and Poverty" in Chula Vista<sup>2</sup>:*

- Median Household Income (in 2015 dollars), 2011-15- **\$65,185**
- Per capita income in past 12 months (in 2015 dollars), 2011-15- **\$25,266**
- Persons in Poverty, percent- **12.5%**

*Average earnings per household in Chula Vista is slightly greater than the state median household income of \$64,500. The more sobering statistic is that 33,133 of residents live in poverty<sup>3</sup>*

2/16/2018 <sup>2</sup>U.S. Census Bureau, 2010 Census of Population, Public Law 94-171 Redistricting Data File. Updated every 10 years, <http://www.census.gov/quickfacts/table/HSG010215/0613392>, <accessed 01/18/2017>

<sup>3</sup>Median Household Income for California, <http://www.deptofnumbers.com/income/california/sacramento/> <accessed 01/18/2017>

# Summary of key characteristics of Chula Vista's residents<sup>1</sup>

- Ethnically and culturally diverse population
- Approximately 25% of residents are under the age of 18.
- Households in Chula Vista are young and multilingual
- Homeownership and renters are almost 50/50
- Household median income is \$65,185
- Population living in Poverty is 12.5%



**What questions do you have regarding  
City Demographics?**



# The Great Recession of 2008

A Financial Crisis that changed the lives of the American Workers



# “Great Recession of 2008” summary

- Officially lasted from December 2007 to June 2009.<sup>1</sup>
- Began with the bursting of an **8 Trillion dollar** housing bubble.<sup>1</sup>
- In 2008-2009, the U.S. labor market lost 8.4 million jobs, or 6.1% of all payroll employment.<sup>1</sup>
  - An average of 800,000 jobs a month were eliminated
- The typical working-age household saw an income decline of \$2,700 from 2007 to 2009.

# Lax underwriting practices in sub-prime mortgage lending created the crisis

- **Banks/Lenders began employing automated underwriting practices for “high risk” loans**
  - Absence of actual underwriters allowed Mortgage Brokers to fabricate critical data, such as, income and liquid assets, to ensure loan approval
- **Banks/Lenders relaxed or eliminated traditional lending guidelines**
  - Origination of loans with unsustainable Debt-to-Income Ratios
  - Credit Profiles of applicants with recent Foreclosures, Charge-Offs, Liens, Unpaid Collections, and excessive history of late payments were approved
- **The bundling and selling of mortgages loans, “Securitizations” exposed investors to great financial losses**
  - “Securitizations” is the bundling of loans by lenders, according to credit rating, and selling them as an investment
  - Lenders bundled a disproportionate number of “high-risk” or Subprime mortgages with “low-risk” Prime loans
  - Credit Agencies, such as, Moody’s Investors Service, issued these “Securitizations” a “AAA Credit Rating”, meaning loan risk, to investors even though they knew they contained a high percentage of Sub-prime loans.
- **Increase in Default/Foreclosure rate of Sub-prime Mortgage loans increased dramatically causing the “Housing Bubble” to burst.**

# The “Great Recession” required drastic budgetary and staffing cuts

- The “Great Recession” created budget constraints that necessitated the net elimination of 331.4 full time equivalent (FTE) positions from the City’s peak employment of 1,263.75 FTEs during fiscal year 2006-07.<sup>2</sup>
- In Fiscal Year 2008-09, the full time equivalent (FTE) per thousand resident was an estimated 4.8 employees per thousand residents compared to the 5.3 employees per thousand residents in Fiscal Year 2003-04.
- During this time, the city has seen an increase of 14,238 housing units (22.7% increase), 31,600 residents (15.8% increase), 112 acres of parks (30% increase), 4,000 Police calls for service (5.6% increase), and 45 miles of streets (13% increase).<sup>3</sup>

# Number of full-time employees by job categories

Council Adopted Budget	FY 03-04 <sup>4</sup>	FY 04-05 <sup>4</sup>	FY 05-06 <sup>4</sup>	FY 06-07 <sup>5</sup>	FY 07-08 <sup>5</sup>	FY 08-09 <sup>5</sup>	FY 09-10 <sup>5</sup>
<b>Legislative and Administrative</b>	134.25	135.25	139.50	144.50	140.00	128.50	100.50
<b>Development and Maintenance</b>	421.50	424.50	472.23	472.75	458.25	398.25	357.75
<b>Public Safety</b>	452.48	502.48	501.50	532.40	540.50	493.50	480.50
<b>Community Services</b>	101.62	106.87	114.00	114.00	109.75	89.25	68.25
<b>Total City Staff</b>	<b>1109.85</b>	<b>1169.10</b>	<b>1227.23</b>	<b>1263.75</b>	<b>1248.50</b>	<b>1109.50</b>	<b>1005.00</b>

*All Categories saw a decrease in their Staffing Levels from FY 2004-10 with the exception of **Public Safety** which experienced an increase in their Staffing Levels during this period of time*



# Number of full-time employees by job categories

Council Adopted Budget	FY 10-11 <sup>6</sup>	FY 11-12 <sup>6</sup>	FY 12-13 <sup>6</sup>	FY 13-14 <sup>6</sup>	FY 14-15 <sup>7</sup>	FY 15-16 <sup>7</sup>	FY 16-17 <sup>7</sup>	FY 17-18 <sup>7</sup>
<b>Legislative and Administration</b>	104.75	100.50	101.00	105.00	106.00	111.00	105.00	105.00
<b>Development and Maintenance</b>	351.75	308.75	311.25	312.50	315.75	316.25	335.25	334.75
<b>Public Safety</b>	482.50	477.50	482.00	494.00	500.50	498.50	504.50	514.50
<b>Community Services</b>	65.75	38.00	38.10	38.50	38.50	39.50	39.50	39.00
<b>Total City Staff</b>	<b>1109.85</b>	<b>1169.10</b>	<b>932.35</b>	<b>950.00</b>	<b>960.75</b>	<b>965.25</b>	<b>984.25</b>	<b>993.75</b>

*All Categories saw a decrease in their Staffing Levels from FY 2010-17 with the exception of **Legislative (.25 FTE)** and **Public Safety ( 32 FTE's)** which experienced an increase in their Staffing Levels during this period of time*

## Change in staffing levels from FY 03-17 by “Job Categories” reveals cuts were not shared equitably

Council Adopted Budget	FY 03-04 <sup>4</sup>	FY 17-18 <sup>7</sup>	+/- in FTE's FY 03-18	% Change
<b>Legislative and Administrative</b>	134.75	105.00	<b>-29.75</b>	<b>(-22%)</b>
<b>Development and Maintenance</b>	421.50	334.75	<b>-86.75</b>	<b>(-20%)</b>
<b>Public Safety</b>	452.48	514.50	<b>+62.02</b>	<b>13%</b>
<b>Community Services</b>	101.62	39.50	<b>-62.12</b>	<b>(-61%)</b>

*All Departments saw a decrease in their Staffing Levels from FY 2003-18 with the exception of **Public Safety** which experienced an increase in their Staffing Levels during this period of time*

# Full-time employees by department (General Fund)

Department	FY 2006-07 <sup>4</sup>	FY 07-08 <sup>4</sup>	FY 08-09 <sup>4</sup>	FY 09-10 <sup>5</sup>	FY 10-11 <sup>5</sup>
Administration	21.00	19.00	26.00	10.00	10.00
Animal Care Facility	104.75	102.25	0 <sup>8</sup>	22.25	19.25
City Attorney	14.00	14.00	12.00	10.00	11.00
City Clerk	8.50	8.50	7.50	6.50	6.50
Development Services (General Fund)	-	-	20.00 <sup>9</sup>	28.00	27.00
Engineering	51.00	41.00	34.50	- <sup>10</sup>	-
Finance	31.00	31.00	25.00	26.00	27.00
Fire	151.00	153.00	135.00	136.00	135.00
Human Resources	25.50	25.00	20.50	16.00	16.75
I.T.	29.00	28.00	23.00	19.00	19.00
Library	70.75	66.25	50.75	40.25	39.75
Mayor and City Council	15.00	14.00	14.00	13.00	13.00
Planning and Building	90.50	80.50	- <sup>9</sup>	-	-
Police	381.50	366.50	337.50	322.00	321.50
Public Works	186.50	150.50	194.75	194.50	192.50
Recreation	34.00	34.00	38.50	26.00	26.00

<sup>4</sup> City of Chula Vista City Budget Adopted FY 2008-09, pp. 83-308 , <https://www.chulavistaca.gov/home/showdocument?id=2550>  
<accessed 09/25/2017>

<sup>5</sup> City of Chula Vista City Budget Adopted FY 2010-11, pp. 55-148 , <https://www.chulavistaca.gov/home/showdocument?id=2518>  
<accessed 09/25/2017>

<sup>8</sup> In Fiscal Year 2008-09 Animal Care Facility was included as part of the Public Works Department

<sup>9</sup> The decrease in the budget in fiscal year 2008-09 largely reflects the establishment of the development services fund

<sup>10</sup> Engineering positions transferred to Public Works in fiscal year 2009-10

# Full-time employees by department (General Fund)

Department	FY 2011-12 <sup>6</sup>	FY 12-13 <sup>6</sup>	FY 13-14 <sup>6</sup>	FY 14-15 <sup>7</sup>
Administration	9.00	10.00	13.00	14.00
Animal Care Facility	17.75	19.25	20.50	21.00
City Attorney	12.00	13.00	13.00	13.00
City Clerk	5.00	5.00	5.00	5.00
Development Services (General Fund)	21.50	20.50	19.50	20.25
Finance	26.00	26.00	28.00	28.00
Fire	134.00	135.00	136.00	136.00
Human Resources	15.00	15.00	15.00	15.00
I.T.	18.00	18.00	17.00	17.00
Library	21.00	21.10	21.50	21.50
Mayor and City Council	306	14.00	14.00	14.00
Police	306.50	313.00	319.00	321.50
Public Works	160.50	162.00	163.00	194.50
Recreation	17.00	17.00	17.00	26.00

<sup>6</sup> City of Chula Vista City Budget Adopted FY 2013-14 ,pp. 61-144, <https://www.chulavistaca.gov/home/showdocument?id=2536> .  
<accessed 09/25/2017>

<sup>7</sup> City of Chula Vista City Budget Proposed FY 2017-18, pp. 57-154,,<http://www.chulavistaca.gov/home/showdocument?id=15074>  
<accessed 09/25/2017>

# Full-time employees by department (General Fund)

Department	FY 15-16 <sup>7</sup>	FY 2016-17 <sup>7</sup>	FY 17-18 <sup>7</sup>
Administration	17.00	10.00	10.00
Animal Care Facility	21.00	21.75	21.75
City Attorney	14.00	14.00	14.00
City Clerk	6.00	6.00	6.00
Development Services (General Fund)	20.25	20.00	20.00
Economic Development <sup>11</sup>	-	14.00	15.00
Engineering <sup>12</sup>	-	-	46.00
Finance	27.00	28.00	28.00
Fire	136.00	136.00	136.00
Human Resources	16.00	16.00	16.00
I.T.	17.00	17.00	17.00
Library	22.50	22.50	22.50
Mayor and City Council	14.00	14.00	14.00
Police	322.50	326.50	332.50
Public Works	192.50	162.50	116.00
Recreation	17.00	17.00	17.00

<sup>7</sup> City of Chula Vista City Budget Proposed FY 2017-18, pp. 57-154,,<http://www.chulavistaca.gov/home/showdocument?id=15074>  
<accessed 09/25/2017>

<sup>11</sup> Economic Development established in FY 2016-2017

<sup>12</sup> Engineering re-established in FY 2017-2018

# Full-time employees by department (General Fund)

Department	FY 2006-07 <sup>4</sup>	FY 2017-18 <sup>7</sup>	+/- in FTE's FY 2006-18	% Change
Administration	21.00	10.00	<-11.00>	<-52%>
Animal Care Facility	104.75	21.75	<-83.00>	<-79%>
City Attorney	14.00	14.00	0	0%
City Clerk	8.50	6.00	<-2.50>	<-29%>
Development Services (General Fund)	-	20.00	+20.00	100%
Economic Development <sup>11</sup>	-	15.00	+15.00	100%
Engineering <sup>12</sup>	51.00	46.00	<-5.00>	<-10%>
Finance	31.00	28.00	<-3.00>	<-10%>
Fire	151.00	136.00	<-15.00>	<-10%>
Human Resources	25.50	16.00	<-9.50>	<-37%>
I.T.	29.00	17.00	<-12.00>	<-42%>
Library	70.75	22.50	<-48.25>	<-68%>
Mayor and City Council	15.00	14.00	<-1.00>	<-7%>
Police	381.50	332.50	<-49.00>	<-13%>
Public Works	186.50	116.00	<-70.50>	<-38%>
Recreation	34.00	17.00	<-17.00>	<-50%>

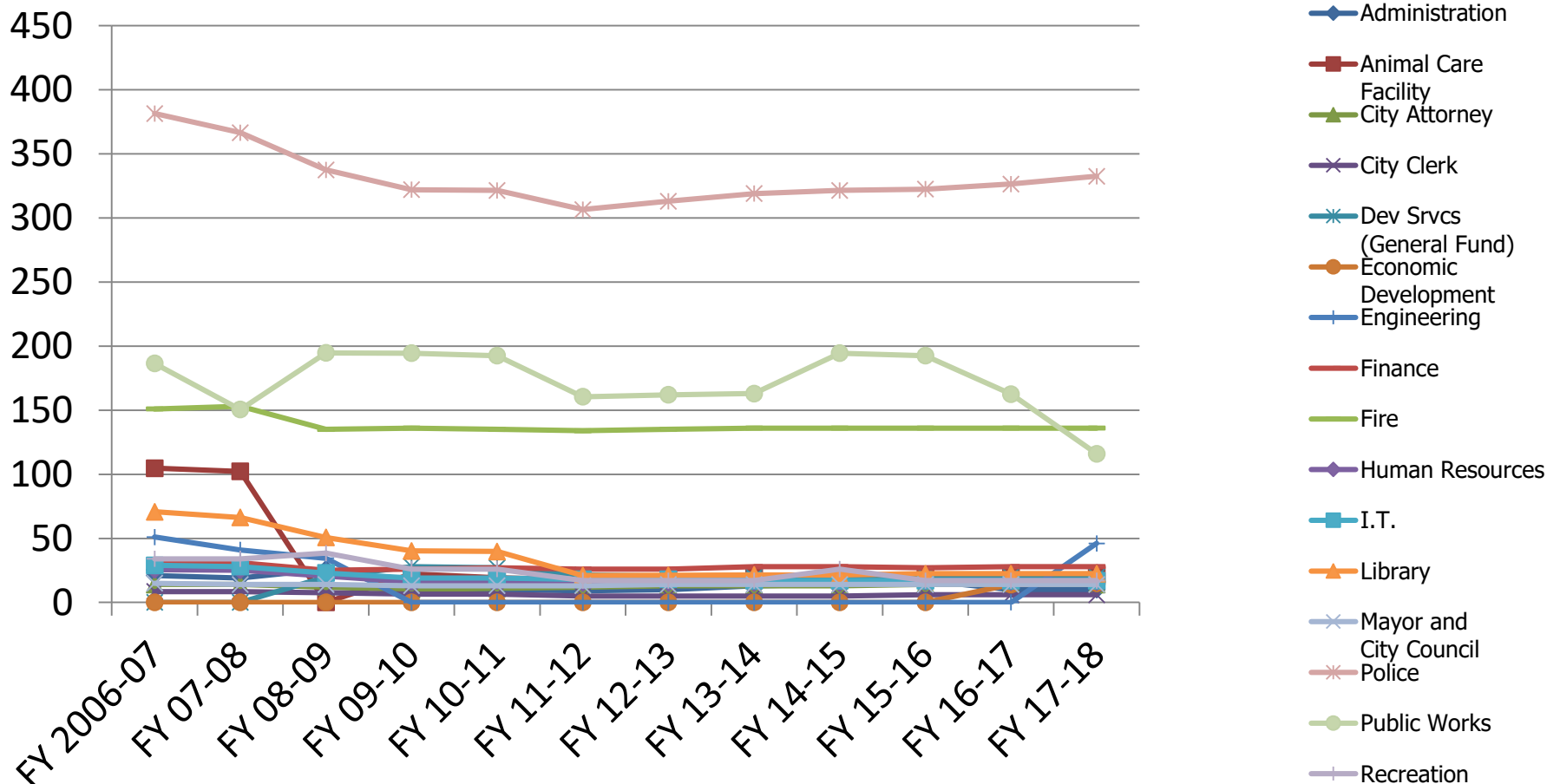
<sup>4</sup> City of Chula Vista City Budget Adopted FY 2008-09, pp. 83-308 , <https://www.chulavistaca.gov/home/showdocument?id=2550>  
<accessed 09/25/2017>

<sup>7</sup> City of Chula Vista City Budget Proposed FY 2017-18, pp. 57-154,,<http://www.chulavistaca.gov/home/showdocument?id=15074>  
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<sup>11</sup> Economic Development established in FY 2016-2017

<sup>12</sup>Engineering re-established in FY 2017-2018

# Full-time employees by department (General Fund)



<sup>4</sup> City of Chula Vista City Budget Adopted FY 2008-09, pp. 83-308 , <https://www.chulavistaca.gov/home/showdocument?id=2550> <accessed 09/25/2017>

<sup>7</sup> City of Chula Vista City Budget Proposed FY 2017-18, pp. 57-154,,<http://www.chulavistaca.gov/home/showdocument?id=15074> <accessed 09/25/2017>

<sup>11</sup> Economic Development established in FY 2016-2017

<sup>12</sup>Engineering re-established in FY 2017-2018

# The drastic cuts in city staffing caused an imbalance in bargaining power for future MOU's.

Summary of Staffing Changes by Bargaining Unit

Bargaining Unit	FY 10-11 Adopted Staffing	FY 10-11 Mid-Year Changes	FY 11-12 Adopted Changes	FY 11-12 Adopted Staffing	% Change
Chula Vista Employee's Association	445.50	3.00	-74.25	374.25	-16.0%
Executives	16.00	-	-1.00	15.00	-6.3%
Police Officer's Association	236.00	-	-11.00	225.00	-4.7%
Western Council of Engineers	27.00	-	-1.00	26.00	-3.7%
Professionals	54.00	3.00	-5.00	52.00	-3.7%
International Association of Firefighters	124.00	-	-	124.00	0.0%
City Council	5.00	-	-	5.00	0.0%
Senior Managers	31.00	2.00	-2.00	31.00	0.0%
Mid Managers	39.00	-	2.00	41.00	5.1%
Confidential	27.25	-	4.25	31.50	15.6%
<b>Total</b>	<b>1,004.75</b>	<b>8.00</b>	<b>-88.00</b>	<b>924.75</b>	<b>-8.0%</b>

Layoff's in Non Public Safety Bargaining Units created an absence of "Public Good" advocacy within city staffing. Positions eliminated were "Professional and Highly Skilled" positions that provided vital services, such as:

- Code Enforcement
- Graffiti Removal
- Street Maintenance
- Tree Trimming
- Storm Drain Maintenance
- Custodial Services
- Park Ranger Services
- Recreation Supervisors
- Literacy Services
- Librarians
- Land Development
- Traffic Engineers

All positions that have a direct impact on the quality of life of the residents of the Chula Vista.



# Community Services- Recreation and Libraries experienced some of the greatest cuts

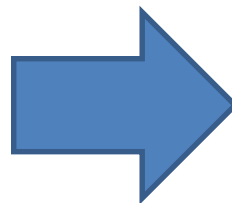
## FY 2008-09

### Recreation

- FTE- 38.50<sup>14</sup>
- Dept. Budget- \$7,192,979.00<sup>14</sup>

### Library

- FTE- 50.75<sup>14</sup>
- Dept. Budget- \$5,761,607.00<sup>14</sup>



## FY 2017-18

### Recreation

- FTE- 17 **(-56%)<sup>15</sup>**
- Dept. Budget- \$4,419,735.00 **(-39%)<sup>15</sup>**

### Library

- FTE- 22.50 **(-55%)<sup>15</sup>**
- Dept. Budget- \$3,779,257.00 **(-35%)<sup>15</sup>**

*These departments received some of the most drastic cuts in staffing and budget even though they offer services and amenities that makes them the most utilized "Public Service" by the residents of Chula Vista.*

<sup>14</sup> City of Chula Vista Adopted Budget Fiscal Year 2008-09, pp. 281 & 295, <https://www.chulavistaca.gov/home/showdocument?id=2550> <accessed 10/07/2016>

<sup>15</sup> City of Chula Vista City Budget Proposed FY 2017-18, pp. 147 & 152, <http://www.chulavistaca.gov/home/showdocument?id=15074> <accessed 09/25/2017>

# Elimination of positions has had a direct impact on services to the community

- Affected quality of life of residents especially in western area of city.
- Condition of street surfaces and other city infrastructure worsened to the point a special Proposition, Measure P, had to be passed to deal with issues.
- City began the practice of the hiring hourly, non-benefited employees in order to provide essential services to public.



**What questions do you have regarding the Great Recession and City Staffing?**



# Public Safety

Sensationalism  
VS.  
Rationalism



# Perception vs Reality

- **Sensationalism(n)**

- (especially in journalism) the presentation of stories in a way that is intended to provoke public interest or excitement, at the expense of accuracy.

- **Rationalism(n)**

- The practice or principle of basing opinions and actions on reason and knowledge rather than on religious belief or emotional response.

# “A picture is worth a thousand words”

- An English language idiom.
- Refers to the notion that a complex idea can be conveyed with just a single still image or that an image of a subject conveys its meaning or essence more effectively than a description does.
- Since we are a society that obtains our information through visual mediums, we need to understand the impact images has on our “perception” of reality.

# Terrorist attacks of Sept 11<sup>th</sup>, 2001 caused a collective trauma

- The terrorists attacks that occurred on 09/11/2001 were the worst terrorist attacks to take place in World History.
- All Americans can recall when and where they were when they first saw the image of the World Trade Center Towers bellowing with smoke.
- The news media showed the video of the WTC towers collapsing repeatedly.
- Psychoanalyst, Charles B. Strozier, says the American people suffered a collective trauma in the wake of 9/11 (and) activated deep-seated complexes in the national psyche around apocalyptic fears, or what he calls "endism"<sup>1</sup>.

# Society was inundated with “fear” and “terrorism”

- Cable News, like CNN, seemed to show the video footage of the WTC towers collapsing on a loop, replaying it continuously.
- News media began broadcasting nothing but “terrorism” stories, television programming, and other popular culture focused on stories/topics that reinforced collective “fear” in society.
- Americans gave up civil liberties to ensure public safety.
- Constant media stories on “terrorism” created a “separateness” and sense of “suspicion” in our society, resulting in a heightened paranoia and a obsession with individual security/safety.



# Traumatic events can have deep psychological impacts

- Trauma victims often suffer from a sense of “helplessness”.
- The feeling of “helplessness” can leave people feeling incapable of defending themselves.
- Therefore, they need someone to act on their behalf, in their defense.
- This “helplessness” created the need for the “Hero” archetype.

# The “hero-worship” in the U.S. was created by the terrorist attacks that occurred on Sept 11<sup>th</sup>. 2001

- **Prior to 9/11, Americans had few heroes.<sup>2</sup>**
- **The greater the perceived risk of human mortality, the greater a culture’s need to reassure itself of potential survival; thus the greater its need to seek embodiment of the hero figure.<sup>2</sup>**
- **After 9/11, Americans elevated numerous groups to the status of heroes. Among these were firefighters, police officers, and for a time, mail carriers.<sup>2</sup>**
- **Once U.S. Military forces began their attack on Afghanistan, soldiers were added to this conglomeration of heroic figures.<sup>2</sup>**

<sup>2</sup>Boon, Kevin Alexander. "Heroes, metanarratives, and the paradox of masculinity in contemporary Western culture." *The Journal of Men's Studies*, vol. 13, no. 3, 2005, p. 301+. *Academic OneFile*, go.galegroup.com.sdplproxy.sandiego.gov/ps/i.do?p=AONE&sw=w&u=sddp\_main&v=2.1&it=r&id=GALE%7CA133186564&asid=78774735963b9a0adb64c8d03425f8d8. Accessed 30 Sept. 2017.

# The hero archetype has performed a very specific role in Western Civilization

- **The word hero originates from the Greek *heros*, or *demi-god*, refers to one who is part "God", part man, one who transcends the mortal and the mundane.<sup>2</sup>**
- **The mythic hero links the world of the ordinary men and the realm of the gods, serving in its earliest form as a protector and defender of ordinary lives. The purposes of a hero are twofold:<sup>2</sup>**
  - To bring the protective power of the gods to Earth where they serve a practical function for people.<sup>2</sup>
  - To posit the possibility of human transcendence<sup>2</sup>.
- **The hero figure is usually male and serves as an inspiration for men to act bravely and courageously when confronting danger.**
  - Rise to the occasion.
  - To take action, even if it jeopardizes their morality
- **Heroes are mythological figures that must always remain abstract and exterior to lived experience because<sup>2</sup>:**
  - Heroes are supra-human
  - Unattainable to mortal men

<sup>2</sup>Boon, Kevin Alexander. "Heroes, metanarratives, and the paradox of masculinity in contemporary Western culture." *The Journal of Men's Studies*, vol. 13, no. 3, 2005, p. 301+. *Academic OneFile*, go.galegroup.com.sdp/proxy.sandiego.gov/ps/i.do?p=AONE&sw=w&u=sddp\_main&v=2.1&it=r&id=GALE%7CA133186564&asid=78774735963b9a0adb64c8d03425f8d8. Accessed 30 Sept. 2017.

# Poses adverse impacts on those who have been assigned the title of "hero" and the society itself

- **In the aftermath of 9/11, firefighters and police officers were elevated to heroic status by the citizenry, despite the specifics of how individually behaved.<sup>2</sup>**
  - To maintain their stature as near-gods, public opinion had to ignore the actuality of these men's lives.
  - Anything that revealed these men to be ordinary was often condemned.
- **To maintain the illusion that the heroic has infiltrated the mundane, close relationships with men whom the culture labels "heroes" must be avoided<sup>2</sup>.**
  - Retain emotional distance, often at the expense of their personal relationships.
  - The more intimately a man is known, the less likely he is to be aligned with the hero figure.
  - Explains the closed fraternal system that epitomizes the police and fire departments today
- **Therefore the actual manifestation of heroes requires the transformation of an illusion into reality.**
  - Requires the consensus of those who are labeled heroes and the culture or society who assigns the label

<sup>2</sup>Boon, Kevin Alexander. "Heroes, metanarratives, and the paradox of masculinity in contemporary Western culture." *The Journal of Men's Studies*, vol. 13, no. 3, 2005, p. 301+. *Academic OneFile*, go.galegroup.com.sdp1proxy.sandiego.gov/ps/i.do?p=AONE&sw=w&u=sddp\_main&v=2.1&it=r&id=GALE%7CA133186564&asid=78774735963b9a0adb64c8d03425f8d8. Accessed 30 Sept. 2017.

# Requires public condemnation of people who expose “heroes” to be ordinary men

- **Langewiesche’s (2002) *American Ground*, chronicled cleanup of the ruins at the World Trade Center site <sup>2</sup>**
  - Was controversial, not for the lack of evidence or its inaccuracy, but because it exposed the less heroic behaviors of firefighters, police, and cleanup crews (looting, for example); it humanized them.<sup>1</sup>
  - Gorman, president of the Fire Officers’ Union, was critical of Langewiesche’s book and organized protests by fireman at public book readings<sup>1</sup>
  - While admitting that looting took place, Gorman merely argued that looting could not be absolutely attributed to firemen, yet he claimed that Langewiesche’s “accusations are completely without merit”.<sup>1</sup>
  
- **Another example was the media coverage of the war in Iraq.<sup>2</sup>**
  - News from CNN and FOX showed brave, stalwart men facing off against an unseen enemy (usually with an American flag or a joyous Iraqi child somewhere in the frame.)<sup>1</sup>
  - News from the BBC and Al Jazeera showed children and infants lying in hospital beds beneath bloody bandages.
  - Ironically, Looting became an issue here too.<sup>1</sup>
  - Donald Rumsfeld criticized the media for airing images of the looting in Iraq. Again, veracity was not the issue. What mattered was that those images undercut the view of American forces as heroes freeing a grateful people from oppression.<sup>1</sup>
  
- **If a society ritualistically refers to a specific group of people as “heroes” repeatedly and defends their title, they will begin to believe they are as well**

<sup>2</sup>Boon, Kevin Alexander. "Heroes, metanarratives, and the paradox of masculinity in contemporary Western culture." *The Journal of Men's Studies*, vol. 13, no. 3, 2005, p. 301+. *Academic OneFile*, go.galegroup.com.sdp/proxy.sandiego.gov/ps/i.do?p=AONE&sw=w&u=sddp\_main&v=2.1&it=r&id=GALE%7CA133186564&asid=78774735963b9a0adb64c8d03425f8d8. Accessed 30 Sept. 2017.

## **Post 09/11 U.S. saw an emphasis on fully funding Defense and any Security related departments**

- **This emphasis on Defense and Security spending filtered down to local government, ensuring Public Safety receive top priority for funds due to “hero” status.**
- **All other departments in local government became expendable if cuts needed to be made.**
- **This model created a structural imbalance and an opportunity for exploitation.**

## **Great Recession was when this new power dynamic within the local government became evident**

- **Layoffs in non-Public Safety Departments were significant.**
- **Some Departments lost 50% of their staff, as a result, doubling the work responsibilities of those who remained.**
- **Several employees retired early with the “Golden Hand Shake”.**
- **This occurrence would become an annual practice for next several years.**

# Any potential cuts in public safety budget/staff made headline news

- **Potential Police Layoffs were featured in an news article on 10News website on Sept. 23, 2010, titled: "Budget Woes Force Chula Vista Police Layoffs Thirty-Three Police Officers Laid Off".**
- **A tone of desperation and dread was immediately present in the article:**
  - *"It's very difficult to say the least. It's a crisis," said Chula Vista Police Department Chief David Bejarano.<sup>3</sup>*
  - *"Bejarano met with each officer individually Thursday afternoon to discuss the layoffs, which go into effect January 7, 2011. The layoffs would cut the department from 230 sworn officers to 197. The cuts mean Chula Vista would have only 0.83 officers for every 1,000 residents, which is the worst ratio in the county."<sup>3</sup>*
  - *"The house of cards that is the Chula Vista Police Department is going to come tumbling down," said Fred Rowbotham, the president of the Chula Vista Police Officers Association. "The citizens of Chula Vista need to be prepared to take care of themselves in the absence of professional law enforcement."<sup>3</sup>*



## Any potential cuts in public safety budget/staff made headline news (cont.)

- **The article continued explaining the budget crisis facing the city:**
  - *"Chula Vista City Manager Jim Sandoval authorized the layoffs and said the city needed to let the officers go to help the city cut more than \$12.5 million from next year's budget."<sup>3</sup>*
  - *"If we don't lay these folks off, what we'll be doing is closing down the libraries, closing down the recreation centers," Sandoval said."<sup>3</sup>*

## Any potential cuts in public safety budget/staff makes headline news (cont.)

- **The article continued with the following important details:**
  - *"Sandoval added the layoffs can be avoided if the police union agreed to give up their pay raises this year and if officers begin paying into their own pension accounts. So far, negotiations have been icy."<sup>3</sup>*
  - *"They've told me it's not something they're willing to talk about, that they would rather take the money and not have to pay the contribution and see the officers go," Sandoval said.<sup>3</sup>*
  - *Rowbotham told 10News the opposite, and said the unions are willing to negotiate but the city is asking for too much at one time.<sup>3</sup>*
  - *"We are absolutely willing to work with them, however the demands that he's made are absolutely ridiculous," Rowbotham said.<sup>3</sup>*

## Any potential cuts in public safety budget/staff makes headline news (cont.)

- **The article concluded:**
  - *"Chula Vista has been plagued by severe budget cuts for three years. The city has cut more than \$40 million during that time and laid off roughly 150 employees, but none of them were police officers."*<sup>3</sup>
  - *"The city is asking all of its employees to begin paying into their pension accounts, but so far, none of the other employee unions, including the Chula Vista Employees Association and the Fire Fighters union, have agreed to the pension reform either."*<sup>3</sup>
- The article showed a bias in favor of the police as evident by the mere two sentences the author dedicates to the fact the city has had to cut more than \$40 million dollars from its budget over the last several years and laid off roughly 150 employees, none of which were police, therefore they do not warrant any news coverage.

# No follow-up was done on the News10 story but the following staffing chart fro FY 2011-12 tells how the story ends

Summary of Staffing Changes by Department

Department/ Fund	FY 10-11 Adopted Staffing	FY 10-11 Mid-Year Changes	FY 11-12 Adopted Changes	FY 11-12 Adopted Staffing	% Change
<b>General Fund</b>					
Library	39.75	-	-18.75	21.00	-47.2%
Recreation	26.00	-	-9.00	17.00	-34.6%
City Clerk	6.50	-	-1.50	5.00	-23.1%
Development Services-GF	27.00	-	-5.50	21.50	-20.4%
Public Works	192.50	-	-32.00	160.50	-16.6%
Human Resources	16.75	-	-1.75	15.00	-10.4%
Administration	10.00	-	-1.00	9.00	-10.0%
Animal Care Facility	19.25	1.00	-2.50	17.75	-7.8%
Information Technology Svcs	19.00	-	-1.00	18.00	-5.3%
Police	321.50	-1.00	-14.00	306.50	-4.7%
Finance	27.00	-	-1.00	26.00	-3.7%
Fire	135.00	-	-1.00	134.00	-0.7%
City Council	13.00	1.00	-	14.00	7.7%
City Attorney	11.00	-	1.00	12.00	9.1%
<b>General Fund Total</b>	<b>864.25</b>	<b>1.00</b>	<b>-88.00</b>	<b>777.25</b>	<b>-10.1%</b>

- While Police saw an elimination of **14 positions** in **FY 11-12**, the percentage of change in staff was **(-4.7%)**.
- Meanwhile the Library saw **18.75 positions** eliminated **(-47.2%)**. Major cuts in staff for a system that serves the 2<sup>nd</sup> largest School District in Southern California.
- Also, the elimination of **32 positions (-16.6%)** in Public Works should have caused some concern considering they are the City Staff that take care of our City Infrastructure.

***Why aren't jobs cuts at Libraries, Parks and Recreational Centers, Development Services, or Public Works worthy of being featured in local headline news?***

# Visual media has had a major impact on our perception of reality since 9/11

- **Americans spend a large amount of their leisure time watching television or movies**
- **A large portion of these programs have plots related to crime and “terrorism”.**
- **Television news often focuses on crime related stories**
  - Feature stories that provoke emotional response from viewers, primarily fear
  - Rarely provide historical/statistical data on crime
- **The constant theme of crime and terror in visual media has caused people to have a distorted perception of crime and safety in the U.S.**
  - Created “hero worship” in U.S.
  - Impacted local and federal allocation of funds/taxes on “public services”.

*As citizens/residents we must be well informed on issues that impact our daily lives. We should not assume the television news provides us with all the vital facts/details we need to know on an issue they feature in a news segment that has a duration of less than 60 seconds.*



**What questions do you have regarding public perception of public safety and the hero archetype?**



# Crime Rates in Chula Vista



# Answer the following question...

- ***Crime rates in Chula Vista have decreased from 1990 to 2014.***
  - True
  - False

***Answer: True***



# The FBI's Uniform Crime Reporting (UCR) database reports the following crime statistics for the City of Chula Vista<sup>1</sup>

Crime reported by Chula Vista Police Dept, California

Data provided by CVPL

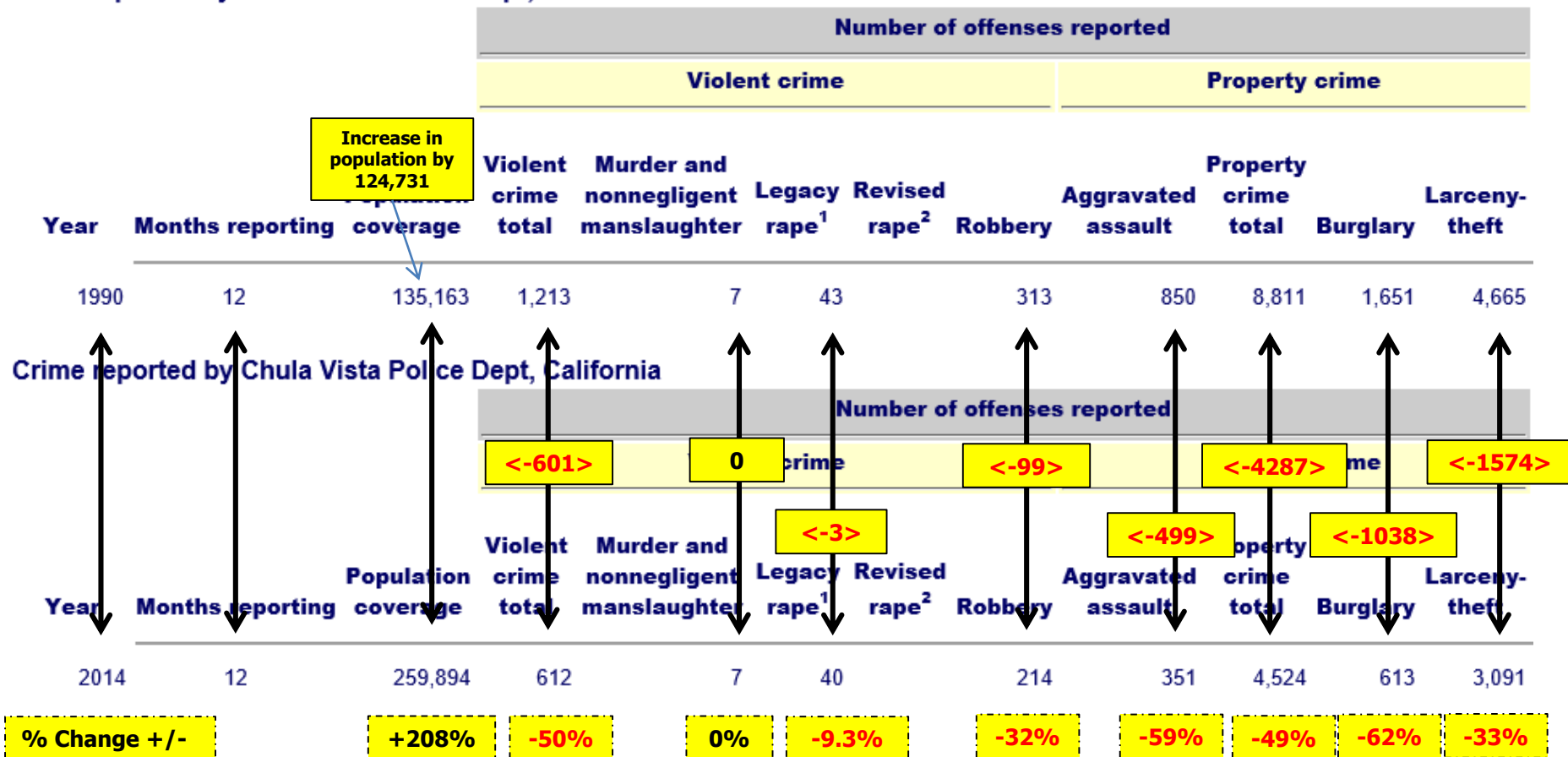
Year	Months reporting	Population coverage	Number of offenses reported										
			Violent crime total	Murder and nonnegligent manslaughter	Legacy rape <sup>1</sup>	Revised rape <sup>2</sup>	Robbery	Aggravated assault	Property crime total	Burglary	Larceny-theft	Motor vehicle theft	
1985	12	93,118	489	3	17			150	319	4,954	1,325	2,687	942
1986	12	94,874	807	2	43			252	510	6,952	1,839	3,676	1,437
1987	12	121,844	1,115	5	54			278	778	8,282	2,215	4,137	1,930
1988	12	125,662	1,072	8	45			273	746	9,655	2,069	4,817	2,769
1989	12	129,581	1,086	4	34			241	807	9,134	1,712	4,780	2,642
1990	12	135,163	1,213	7	43			313	850	8,811	1,651	4,665	2,495
1991	12	137,978	1,521	8	52			445	1,016	9,267	1,903	4,901	2,466
1992	12	140,189	1,256	7	51			553	645	9,133	1,983	4,672	2,410
1993	12	146,232	1,083	14	37			459	573	9,087	1,895	4,726	2,466
1994	12	147,262	1,228	7	53			449	719	9,086	1,739	4,807	2,540
1995	12	150,005	1,087	12	34			405	636	7,982	1,662	4,524	1,796
1996	12	151,377	1,094	5	37			399	653	7,728	1,451	4,591	1,686
1997	12	153,228	1,096	8	38			375	675	7,916	1,460	4,853	1,603
1998	12	156,454	1,169	5	50			350	764	6,981	1,265	4,101	1,615
1999	12	162,905	1,024	10	47			300	667	5,985	977	3,541	1,467
2000	12	173,556	846	3	48			261	534	6,202	1,051	3,588	1,563
2001	12	176,781	929	8	69			242	610	6,715	1,009	3,999	1,707
2002	12	179,932	891	5	50			257	579	6,572	1,068	3,733	1,771
2003	12	195,954	776	7	48			249	472	7,106	1,004	3,954	2,148
2004	12	201,356	838	15	50			296	477	7,214	1,184	3,987	2,043
2005	12	206,239	927	5	66			338	518	7,489	1,235	3,758	2,496
2006	12	212,393	947	7	70			351	519	7,034	1,184	3,817	2,033
2007	12	218,718	921	8	57			396	460	7,279	1,093	3,790	2,396
2008	12	223,408	832	6	55			321	450	6,514	1,008	3,339	2,167
2009	12	224,841	747	4	49			335	359	5,263	912	3,048	1,303
2010	12	243,916	663	2	54			254	353	5,124	760	3,255	1,109
2011	12	246,783	670	6	34			233	397	5,007	807	3,316	884
2012	12	249,830	581	8	33			227	313	5,081	926	3,153	1,002
2013	12	255,073	595	2	29			248	316	5,284	971	3,532	781
2014	12	259,894	612	7	40			214	351	4,524	613	3,091	820

Data for 1990

Data for 2014

# Crime rates decreased in every category, except one, from 1990 to 2014 in Chula Vista according to the UCR.<sup>1</sup>

Crime reported by Chula Vista Police Dept, California



# Chula Vista in 1990 was a much smaller city than in 2014, yet, had a much higher crime rate

- **The staffing formula of 1 police officer per 1,000 residents as cited in previous news article by Chief David Bejarano would make the police force in 1990:**
  - City Population:  $135,613/1000 = 135.6$  **Police Officers**
- **If crime rates have consistently decreased since 1990, the statement by Fred Rowbotham, the president of the Chula Vista Police Officers Association, regarding the possible elimination of 33 police officers in 2010 lacks credibility and relies entirely on inciting “fear” within the residents of Chula Vista:**
  - *“ The citizens of Chula Vista need to be prepared to take care of themselves in the absence of professional law enforcement”*

***The public needs to be vigilant and scrutinize the facts before allowing themselves to be influenced into making decisions based solely on speculation or what could be interpreted as a veiled threat.***

## **Despite the Great Recession and other economic and social challenges facing Chula Vista, the city has remained a peaceful and safe community.**

- **Although the western part of city has experience economic “blight”, area has remained safe overall.**
- **Nations’ economy as well as local economy still has not fully recovered from “Great Recession”.**
  - Job seekers outnumber job openings by a significant margin—in September 2010, the ratio was 5 to 1.<sup>2</sup>
  - The typical worker has not gained from improvements in the ability to produce more goods and services per hour worked (productivity growth). Between 1979 and 2011, productivity grew 69 percent, but median hourly compensation (wages and benefits) grew just 7 percent.<sup>3</sup>
- **Dramatic increase in number of homeless in recent years.**
- **Chula Vista was recently designated the 10th safest city in the United States for jurisdictions with more than 200,000 population according to the Chula Vista Police Department website.<sup>4</sup>**



**What questions do you have regarding  
Crime Rates in Chula Vista?**



# Fire Department

*Their Work, Empirically Speaking*



## **NBC San Diego news story from June 7, 2017 reports "Chula Vista City Council Adopts New Budget, Adds 12 Firefighters"**

- **In this news story, published June 7<sup>th</sup>, 2017, the article provides the following information:**
  - *"The Chula Vista Fire Department - which has consistently failed to meet the national response time goal for six years - will soon get new firefighters. On Tuesday evening, the Chula Vista City Council adopted a new budget which would add more firefighters to the department."*<sup>1</sup>
  - *"Darrell Roberts, President of Chula Vista Firefighters Local 2180, has been fighting for more hands on deck for years. "We have the worst staffed fire department in the state of California," he said."*<sup>1</sup>

## NBC San Diego news story from June 7, 2017, reports “Chula Vista City Council Adopts New Budget, Adds 12 Firefighters” (cont.)

- **The story continues with this interesting insightful fact:**
  - *"The firefighter's union had been asking for 24 additional firefighters, but it was too much for the initial budget, brought to the council on May 23. That would make half the engines run with four firefighters instead of three, which has hindered response times in Chula Vista. For safety reasons, two firefighters must stay outside the scene of a fire while two battle the fire inside"<sup>1</sup>*
- **Question:** *The staffing standard quoted is for fires, how many calls does the Fire Department receive that are actual fire calls?*
- **Answer:** *415, According to the "City of Chula Vista Public Safety Staffing Study, September 2017"<sup>2</sup>*

<sup>1</sup>Chula Vista City Council Adopts Budget, Adds 12 Firefighters

Ashley Matthews - <http://www.nbcsandiego.com/news/local/Chula-Vista-City-Council-Adopts-Budget-Adds-12-Firefighters-426918301.html>

<sup>2</sup>Granicus, Inc. "Public Safety Staffing Study September 2017." *City of Chula Vista - File #: 17-0403*, [chulavista.legistar.com/LegislationDetail.aspx?ID=3161238&GUID=10174CA1-567C-44BC-81B9-822821DE62CF&Options=&Search=.](http://chulavista.legistar.com/LegislationDetail.aspx?ID=3161238&GUID=10174CA1-567C-44BC-81B9-822821DE62CF&Options=&Search=)



# Number and type of Fire Response Incidents for 2016<sup>2</sup>

Figure 17: 2016 Fire Response Incident by Type

2016 Fire Response Incident Type	CFS
Passenger vehicle fire	75
Building fire	67
Outside rubbish, trash or waste fire	57
Cooking fire, confined to container	45
Outside rubbish fire, other	35
Brush or brush-and-grass mixture fire	29
Dumpster or other outside trash receptacle fire	25
Natural vegetation fire, Other	12
Forest, woods or wildland fire	10
Grass fire	10
Fire, Other	9
Special outside fire, Other	8
Trash or rubbish fire, contained	7
Mobile property (vehicle) fire, other	5
Camper or recreational vehicle (RV) fire	4
Fires in structure other than in a building	3
Road freight or transport vehicle fire	3
Fire in mobile prop used as a fixed residence	2
Fire in motor home, camper, recreational vehicle	2
Outside storage fire	2
Outside equipment fire	2
Water vehicle fire	1
Garbage dump or sanitary landfill fire	1
Outside gas or vapor combustion explosion	1
<b>Total</b>	<b>415</b>

• **415 Fire Incidents in 2016**

• **415/365= 1.1369**

***Fire Department responded to 1.14 Fire Incidents per day in 2016***

# Number and type of Emergency Medical Service Calls for 2016<sup>2</sup>

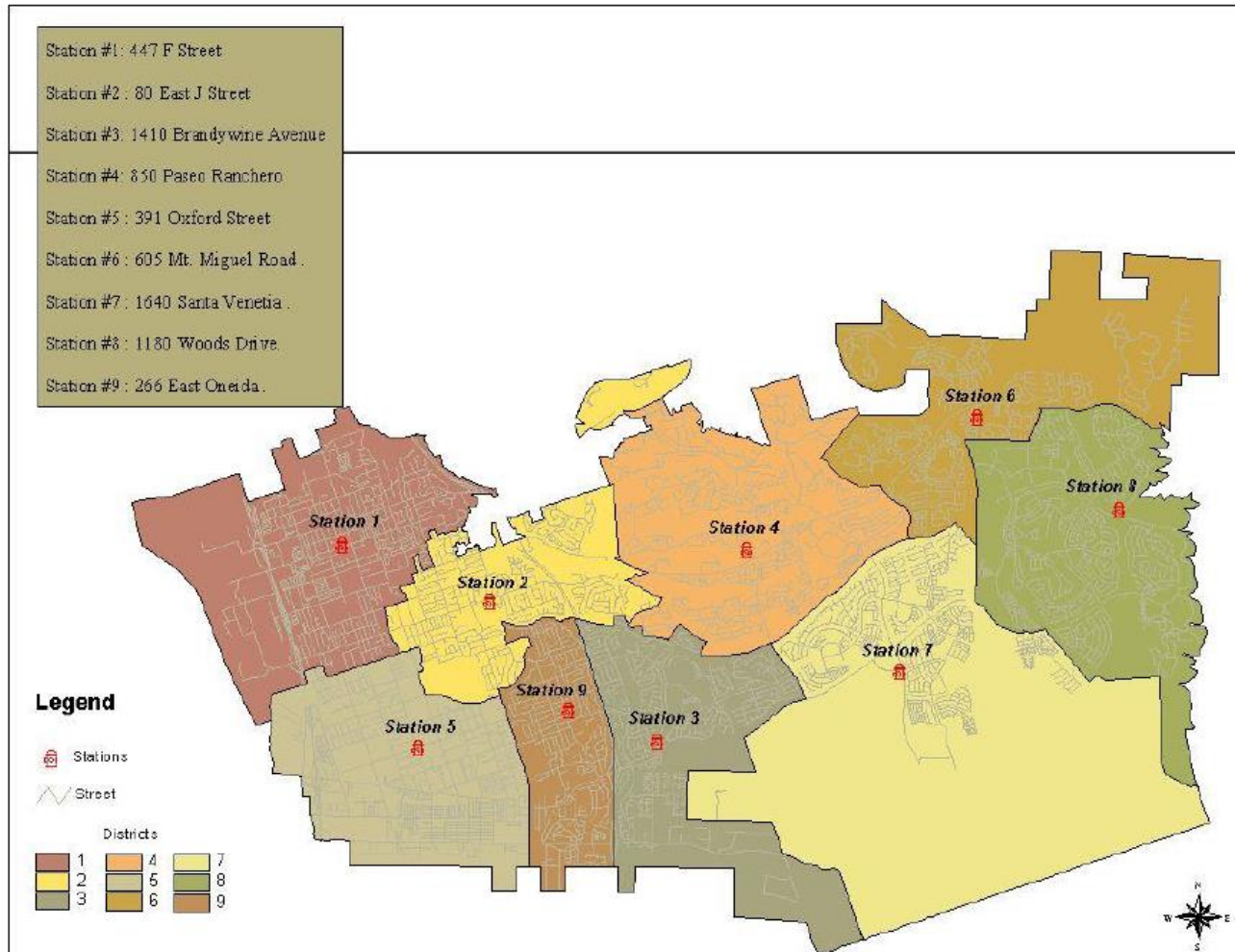
- Category with most calls is titled "**Other**", without any explanation of what the nature of these calls were.
- With **5,346** out of **13,493** EMS calls, that is **39% of all EMS calls**, further details should be provided on these service calls.



Figure 19: 2016 Emergency Medical Services Response by Incident Type

2016 EMS Response Incident Type	CFS
EMS - Other	5,346
EMS - ALOC, Diabetes, Seizure, OD, Poisoning	2,528
EMS - Minor Slip or Fall	1,353
EMS - Respiratory	1,183
EMS - Cardiac	1,164
EMS - Trauma (Major Fall, GSW, Stabbing, etc)	725
Motor vehicle accident with injuries	701
EMS - CVA, TIA	205
Motor vehicle/pedestrian accident (MV Ped)	83
EMS - Bites, Stings, Allergic RXN	72
EMS - OB-GYN	63
Medical assist, assist EMS crew	47
Medical assist, facility or AMR	22
Medical assist, facility, transfer patient	1
<b>Total</b>	<b>13,493</b>

# Chula Vista Fire Department has 9 stations throughout the city<sup>2</sup>



# Each station is responsible for services calls in their designated area within the city<sup>2</sup>

Figure 15: Fire Department Calls for Service 2016 by Station/Type

2016 CFS by Incident Type by Station	Good Intent??								Total
	Rescue & EMS	Good Intent	Service Calls	False Alarm & False Call	Fires	Hazardous Conditions	Overpressure Rupture, Explosion, Overheat - no fire	Special Incident Type	
Station 1	3913	1,066	240	163	91	71	3	1	5,548
Station 2	931	290	89	53	32	27		1	1,423
Station 3	763	209	47	58	19	16	1		1,113
Station 4	832	206	35	50	18	15	2		1,158
Station 5	3224	919	130	149	86	67			4,575
Station 6	538	119	65	37	18	15		1	793
Station 7	1043	231	82	90	17	23	1		1,487
Station 8	720	173	37	74	18	18		1	1,041
Station 9	1219	285	62	32	35	28	2		1,663
Outside CV	390	546	20	18	81	34	1		1,090
<b>Total</b>	<b>13573</b>	<b>4,044</b>	<b>807</b>	<b>724</b>	<b>415</b>	<b>314</b>	<b>10</b>	<b>4</b>	<b>19,891</b>

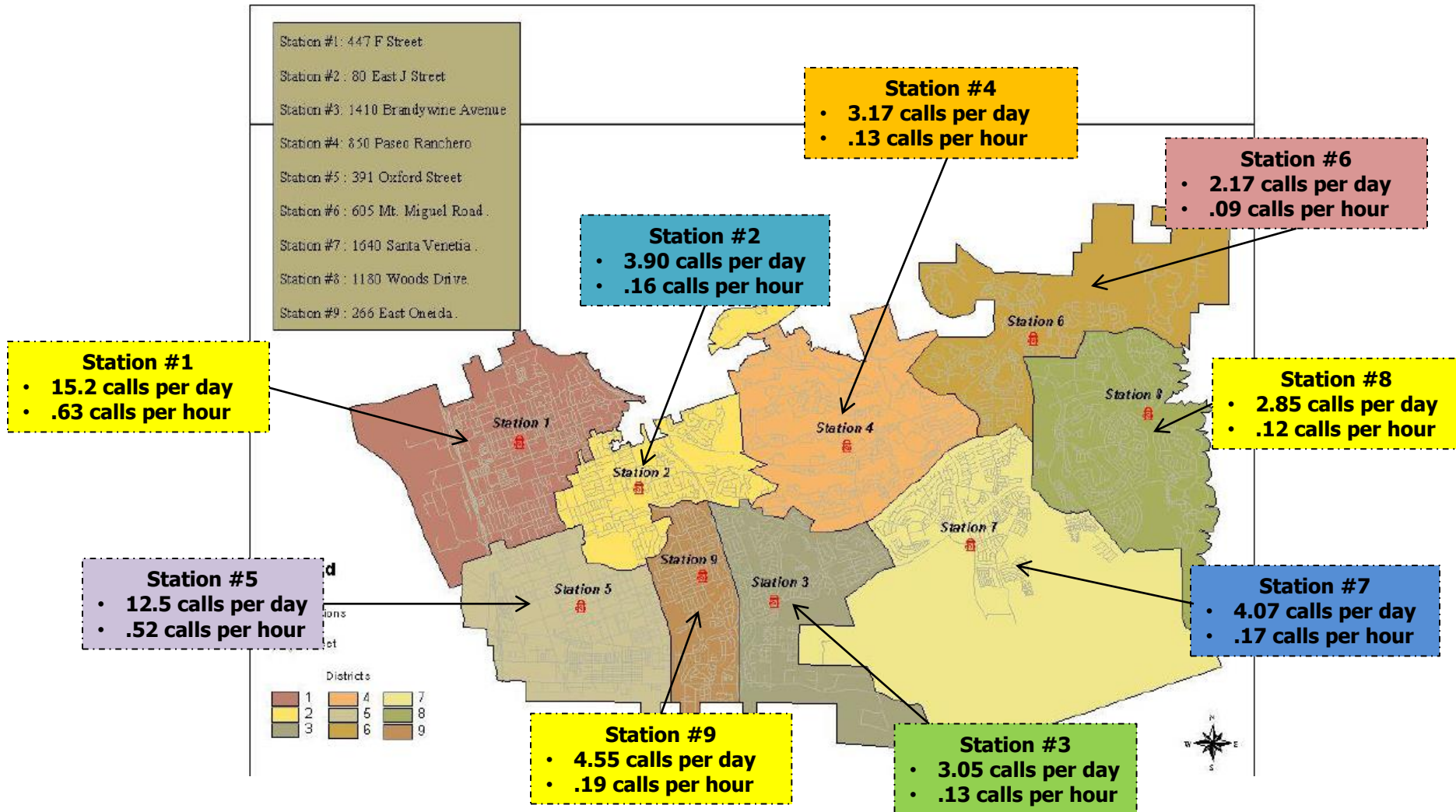
Station	Calls per day
1	15.2 calls
2	3.90 calls
3	3.05 calls
4	3.17 calls
5	12.5 calls
6	2.17 calls
7	4.07 calls
8	2.85 calls
9	4.55 calls
<b>Outside CV</b>	<b>3 calls</b>

# All fire stations receive less than 16 service calls per day<sup>2</sup>

## Fire Department Calls for Service in 2016

Station #	Total for 2016	Per day (total / 365 days)	Per hour (daily total / 24 hours)
<b>1</b>	<b>5,548</b>	<b>15.2</b>	<b>.63</b>
<b>2</b>	<b>1,423</b>	<b>3.90</b>	<b>.16</b>
<b>3</b>	<b>1,113</b>	<b>3.05</b>	<b>.13</b>
<b>4</b>	<b>1,158</b>	<b>3.17</b>	<b>.13</b>
<b>5</b>	<b>4,575</b>	<b>12.5</b>	<b>.52</b>
<b>6</b>	<b>793</b>	<b>2.17</b>	<b>.09</b>
<b>7</b>	<b>1,487</b>	<b>4.07</b>	<b>.17</b>
<b>8</b>	<b>1,041</b>	<b>2.85</b>	<b>.12</b>
<b>9</b>	<b>1,663</b>	<b>4.55</b>	<b>.19</b>
<b>Outside CV</b>	<b>1,090</b>	<b>3</b>	<b>.13</b>

# Stations located in the west side of city respond to more calls than stations in east side<sup>2</sup>



# Has there been any research to determine the type of calls fire departments receive?

- **Yes, in an article titled, "Why We Need to Take the 'Fire' Out of 'Fire Department'" published on the website, [www.governing.com](http://www.governing.com), by Phil Keisling, he cites the following:**
  - *"In 1980, according to the National Fire Protection Association, the nation's 30,000 fire departments responded to 10.8 million emergency calls. About 3 million were classified as fires."*<sup>4</sup>
  - *"By 2013, total calls had nearly tripled to 31.6 million, while fire calls had plummeted to 1.24 million, of which just 500,000 of were actual structure fires. For America's 1.14 million career and volunteer firefighters, that works out to an average of just one structure fire every other year."*<sup>4</sup>
- **In other words, the majority of calls Fire Departments receive are emergency medical calls.**

# Actual fire related calls have dropped significantly due to modern technology

- **Actual Fire related calls have decreased significantly as Leon Neyfakh wrote in his article for the Boston Globe, “Plenty of Firefighters but where are the fires?” published September 8<sup>th</sup>, 2013:**
  - *“City (Boston) records show that major fires are becoming vanishingly rare. In 1975, there were 417 of them. Last year, there were 40. That’s a decline of more than 90 percent. A city that was once a tinderbox of wooden houses has become—thanks to better building codes, automatic sprinkler systems, and more careful behavior—a much less vulnerable place.”<sup>5</sup>*



# The primary role of fire department's has changed in the communities they serve

- **National data shows the majority of calls Fire Departments receive are emergency medical calls, yet, Chula Vista Fire Department continues to utilize a staffing model based on fire related calls.**
- **Currently, Chula Vista Fire Department does not publish any reports/data that details the work/service they provide to the community they serve on their webpage.**
- **When Measure P, a voter approved sales tax increase was passed to pay for critical city infrastructure and maintenance, included was funding for 2 new Fire Stations, without any data to justify a need for them.**
- **Based on the service call data provided in Public Safety Staffing Study for Fire Department, further explanation needs to be provided to public as to why additional facilities and staff are needed when some stations receive an average of 2 calls per day.**
  - Explanation of categories/classification of service calls
    - EMS Service Calls classified as "Other"- **5,346** out of **19,891** total calls for 2016 (**26%**)
    - "Good Intent" Calls- **4,044** out of **19,891** total calls for 2016 (**20%**)



**What questions do you have regarding  
the Fire Department, their work and  
staffing ?**



# **Public Safety Compensation**

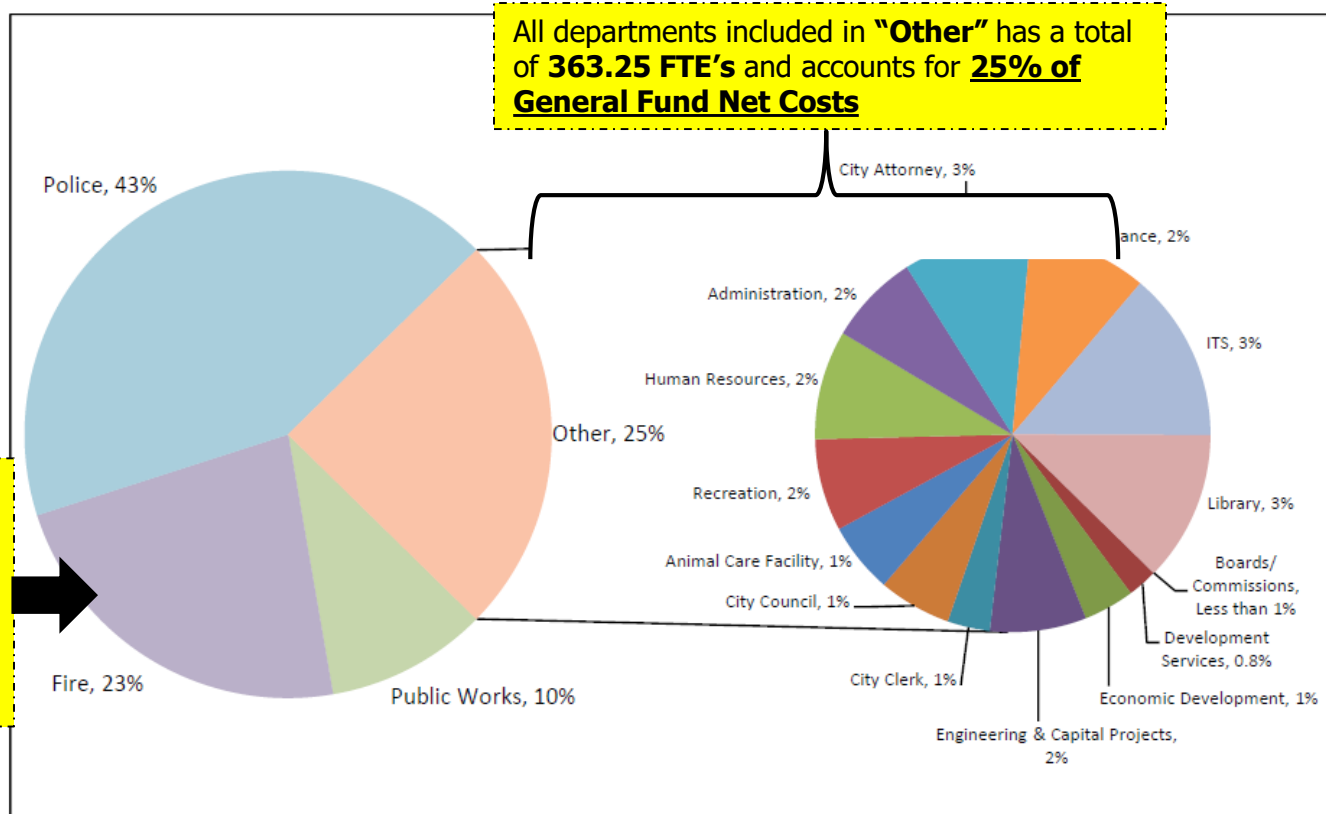
***"The Elephant in the Room"***

# As the saying goes, “Follow the money...”

- **Public Safety has capitalized on their “hero” role in Post 9/11 U.S. to their benefit.**
- **Their Unions have negotiated MOU’s with a very generous compensation and pensions.**
- **While we are constantly being told how they “put their lives on the line” for the public they “serve”, they are literally causing cities to crumble fiscally and literally.**
- **Local municipalities have been struggling to find budget solutions to accommodate the increasing costs of Public Safety.**

# Public safety accounts for 66% of General Fund Net Cost

General Fund Net Cost by Department  
Fiscal Year 2017-2018



# Public Safety now accounts for 66% of General Fund Net Cost for FY 2017-18

## Police Department<sup>1</sup>

- **43% of General Fund Net Cost**
- **FTE's- 332.50**
- **Budget: \$53,331,216**

## Fire Department<sup>1</sup>

- **23% of General Fund Net Cost**
- **FTE's- 136.00**
- **Budget: \$27,773,838**

*The Fire Departments budget is now equal to the budgets of City Attorney, Finance, ITS, Library, Boards and Commissions, Development Services (General Fund), Economic Development, Engineering and Capital Projects, City Clerk, City Council, Animal Care Facility, Recreation, and Human Resources combined. That is 13 different departments.*

# Chula Vista city budget has identified the rising personnel costs as primary fiscal challenge

- **For several years, City Budget has cited Personnel Costs as primary expenditure.**
- **Budget has consistently identified 3 specific Personnel Costs as being responsible for increases in City Expenditures:**
  1. Salaries
  2. Retirement Costs
  3. Health Care Costs
- **Since “Great Recession” of 2008, City Council and Management has resorted to layoffs to reconcile budgetary shortfalls.**

*Although City Council and Management has clearly identified the causes for the increase in City Expenditures, they consistently neglect to find potential long term solutions.*

# City fiscal budget provides valuable data pertaining to personnel costs by department

- **Personnel costs are referred to as Expenditures (Salary, Health Benefits, and Retirement Benefits), in City Budget.**
- **Salary/Employee pay is listed under 4 categories:**
  - Salary- Permanent Employees
  - Hourly Pay- Temporary, non-benefited employees
  - Overtime- Time worked in excess of 8 hours in a day or 40 hours in a week
  - Other Personnel Expenses- Specialty Pay, Incentive Pay, etc....
- **Health Benefits**
  - Employee Insurance Premiums
  - Flexible Spending Accounts
- **Retirement Benefits**
  - PERS- Permanent Employees
  - PARS- Hourly Employees



# Personnel Expenditures by Dept.- Salary (Salaries, Hourly Wages, Overtime, and Other Personnel Expenses)

Department	Actual FY 2007-08 <sup>2</sup>	Actual FY 2008-09 <sup>2</sup>	Actual FY 2009-10 <sup>3</sup>	Actual FY 2010-11 <sup>3</sup>	Actual FY 2011-12 <sup>4</sup>	Actual FY 2012-13 <sup>4</sup>
<b>Administration</b>	\$2,095,391	\$2,806,914	\$1,105,963	\$1,142,894	\$1,173,083	\$1,351,566
<b>Animal Care Facility</b>	\$6,176,773	\$0 <sup>5</sup>	\$1,057,672	\$1,187,091	\$1,178,956	\$1,291,877
<b>City Attorney</b>	\$1,463,926	\$982,832	\$1,001,373	\$1,146,032	\$1,276,874	\$1,437,565
<b>City Clerk</b>	\$622,464	\$464,037	\$474,034	\$529,328	\$436,592	\$404,844
<b>Development Services (General Fund)</b>	\$5,735,088	\$1,694,758 <sup>6</sup>	\$2,474,573	\$2,192,276	\$1,820,714	\$1,691,074
<b>Finance</b>	\$1,925,151	\$1,695,442	\$2,032,352	\$2,015,588	\$2,120,206	\$2,215,112
<b>Fire</b>	\$15,374,782	\$15,475,880	\$14,549,550	\$14,705,514	\$15,147,808	\$16,147,494
<b>Human Resources</b>	\$1,758,194	\$1,546,541	\$1,316,221	\$1,303,336	\$1,306,385	\$1,295,950
<b>I.T.</b>	\$2,115,309	\$1,946,859	\$1,642,963	\$1,303,366	\$1,306,385	\$1,567,245
<b>Library</b>	\$5,130,301	\$4,469,568	\$2,415,041	\$1,989,667	\$1,958,595	\$1,971,778
<b>Mayor and City Council</b>	\$820,934	\$761,238	\$696,662	\$781,718	\$796,323	\$817,016
<b>Police</b>	\$30,488,287	\$29,659,812	\$28,384,069	\$28,239,183	\$27,485,337	\$28,190,741
<b>Public Works</b>	\$8,645,222	\$11,000,837 <sup>7</sup>	\$12,806,608	\$11,952,041	\$11,441,261	\$11,688,538
<b>Recreation</b>	\$3,411,088	\$3,388,149	\$2,943,341	\$2,352,168	\$1,905,575	\$1,950,177

<sup>2</sup>City of Chula Vista Adopted Budget FY 2010-11, pp.55-148, <https://www.chulavistaca.gov/home/showdocument?id=2518>, <accessed 09/19/17>

<sup>3</sup>City of Chula Vista Adopted Budget FY 2012-13, pp. 67-165, <https://www.chulavistaca.gov/home/showdocument?id=2524>, <accessed 09/19/17>

<sup>4</sup>City of Chula Vista Adopted Budget FY 2014-15, pp. 63-146, <https://www.chulavistaca.gov/home/showdocument?id=6460>, <accessed 09/19/17>

<sup>5</sup>n fiscal year 2008-09 the Animal Care Facility was included as part of the Public Works Department.

<sup>6</sup>The decrease in the budget in fiscal year 2008-09 largely reflects the establishment of the development services fund

<sup>7</sup>The fiscal year 2008-09 budget reflects the implementation of the budget reduction plan and the transfer of 15.0 positions to the development services fund, these reductions are offset by the transfer of 68.75 positions from the General Services Department

# Personnel Expenditures by Dept.- Salary (Salaries, Hourly Wages, Overtime, and Other Personnel Expenses)

Department	Actual FY 2013-14 <sup>1</sup>	Actual FY 2014-15 <sup>1</sup>	Actual FY 2015-16 <sup>2</sup>	Adopted FY 2016-17 <sup>2</sup>	Adopted FY 2017-18 <sup>2</sup>
<b>Administration</b>	\$1,529,195	\$1,849,987	\$2,033,121	\$1,324,193	\$1,361,203
<b>Animal Care Facility</b>	\$1,364,041	\$1,434,364	\$1,523,264	\$1,659,206	\$1,711,738
<b>City Attorney</b>	\$1,482,445	\$1,576,860	\$1,668,631	\$1,767,256	\$1,866,447
<b>City Clerk</b>	\$424,833	\$461,311	\$513,990	\$565,318	\$450,272
<b>Development Services (General Fund)</b>	\$1,464,606	\$1,601,869	\$1,494,373	\$1,659,086	\$1,695,932
<b>Finance</b>	\$2,349,662	\$2,151,133	\$2,216,327	\$2,351,899	\$2,432,682
<b>Fire</b>	\$16,219,551	\$16,728,328	\$17,771,630	\$17,261,804	\$17,814,825
<b>Human Resources</b>	\$1,241,211	\$1,352,464	\$1,485,525	\$1,535,339	\$1,619,381
<b>I.T.</b>	\$1,492,873	\$1,592,394	\$1,670,326	\$1,701,032	\$1,605,456
<b>Library</b>	\$1,989,228	\$2,145,974	\$2,317,429	\$2,372,087	\$2,399,029
<b>Mayor and City Council</b>	\$747,677	\$827,899	\$933,774	\$948,443	\$993,816
<b>Police</b>	\$28,368,217	\$29,936,819	\$31,819,801	\$31,466,049	\$34,255,682
<b>Public Works</b>	\$11,766,053	\$12,184,729	\$12,508,923	\$12,741,614	\$8,336,474 <sup>3</sup>
<b>Recreation</b>	\$2,092,501	\$2,165,350	\$2,310,528	\$2,399,565	\$2,555,570

<sup>8</sup>City of Chula Vista Adopted Budget 2016-17, pp. 65-154, <https://www.chulavistaca.gov/home/showdocument?id=13873>, <accessed 09/19/17>

<sup>9</sup>City of Chula Vista Adopted Budget 2017-18, pp. 57-152, <http://www.chulavistaca.gov/home/showdocument?id=15313>, <accessed 09/19/17>

<sup>10</sup>Decrease in Public Works Budget was due to the creation of Engineering and Capital Projects Department which was previously included in Public Works Budget

# Personnel Expenditures by Dept.- Salary (Salaries, Hourly Wages, Overtime, and Other Personnel Expenses)

Department	Actual FY 2007-08 <sup>1</sup>	Adopted FY 2017-18 <sup>2</sup>	+/- in Salary Budget (FY 2007-08- FY 2017-18)	Percentage of Change
Administration	\$2,095,391	\$1,361,203	<-\$734,188>	<-35%>
Animal Care Facility	\$6,176,773	\$1,711,738	<-4,465,035>	<-73%>
City Attorney	\$1,463,926	\$1,866,447	\$402,521	27%
City Clerk	\$622,464	\$450,272	<-\$172,192>	<-27%>
Development Services (General Fund)	\$5,735,088	\$1,695,932	<-\$4,039,156>	<-70%>
Finance	\$1,925,151	\$2,432,682	\$507,531	26.3%
Fire	\$15,374,782	\$17,814,825	\$2,440,043	15.8%
Human Resources	\$1,758,194	\$1,619,381	<-\$138,813>	<-7.8%>
I.T.	\$2,115,309	\$1,605,436	<-\$509,873>	<-24%>
Library	\$5,130,301	\$2,399,029	<\$2.731,272>	<-53%>
Mayor and City Council	\$820,934	\$993,816	\$172,882	21%
Police	\$30,488,287	\$34,255,682	\$3,767,395	12.3%
Public Works	\$8,645,222	\$8,336,474 <sup>3</sup>	<-\$308,748>	<-3.5%>
Recreation	\$3,411,088	\$2,555,570	<-\$855,518>	<-25%>

<sup>1</sup>City of Chula Vista Adopted Budget FY 2010-11, pp.55-148, <https://www.chulavistaca.gov/home/showdocument?id=2518>, <accessed 09/19/17>

<sup>2</sup>City of Chula Vista Adopted Budget FY 2017-18, pp. 57-152, <http://www.chulavistaca.gov/home/showdocument?id=15313>, <accessed 09/19/17>

<sup>3</sup>Economic Development Department was created in FY 2016-17

<sup>4</sup>Engineering and Capital Projects Department was created in FY 2017-18

# Personnel Expenditures by Salary in FY 2007-08 compared to Adopted Budget for FY 2017-18 clearly shows Public Safety Accounts for the majority of costs.

Department	Actual FY 2007-08 <sup>1</sup>	Adopted FY 2017-18 <sup>2</sup>
Administration	\$2,095,391	\$1,361,203
Animal Care Facility	\$6,176,773	\$1,711,738
City Attorney	\$1,463,926	\$1,866,447
City Clerk	\$622,464	\$450,272
Development Services (General Fund)	\$5,735,088	\$1,695,932
Finance	\$1,925,151	\$2,432,682
Fire	\$15,374,782	\$17,814,825
Human Resources	\$1,758,194	\$1,619,381
I.T.	\$2,115,309	\$1,605,436
Library	\$5,130,301	\$2,399,029
Mayor and City Council	\$820,934	\$993,816
Police	\$30,488,287	\$34,255,682
Public Works	\$8,645,222	\$8,336,474
Recreation	\$3,411,088	\$2,555,570
Economic Development <sup>3</sup>	\$0	\$1,383,578
Engineering <sup>4</sup>	\$0	\$4,743,526
<b>Total</b>	<b>\$85,762,910</b>	<b>\$85,225,591</b>

## Breakdown of Personnel Costs by Salary- Public Safety vs. Non-Public Safety Employees FY 2007-08:

**Total Personnel Cost-**           **\$85,762,910**  
   **Fire-**                           **-\$15,374,782**  
   **Police-**                       **-\$30,488,287**  
   **\$39,899,841**

**Non-Public Safety-** **\$39,899,841 (708 FTE's)**  
     • 46% of Employee Salary Costs

**Public Safety-** **\$45,863,841 (540.5 FTE's)**  
     • 54% of Employee Salary Costs

## Breakdown of Personnel Costs by Salary- Public Safety vs. Non-Public Safety Employees FY 2017-18:

**Total Personnel Cost-**           **\$85,225,591**  
   **Fire-**                           **-\$17,814,825**  
   **Police-**                       **-\$34,255,682**  
   **\$33,155,084**

**Non-Public Safety-** **\$33,152,084 (479.25 FTE's)**  
     • 39% of Employee Salary Costs

**Public Safety-** **\$52,070,507 (514.5 FTE's)**  
     • 61% of Employee Salary Costs

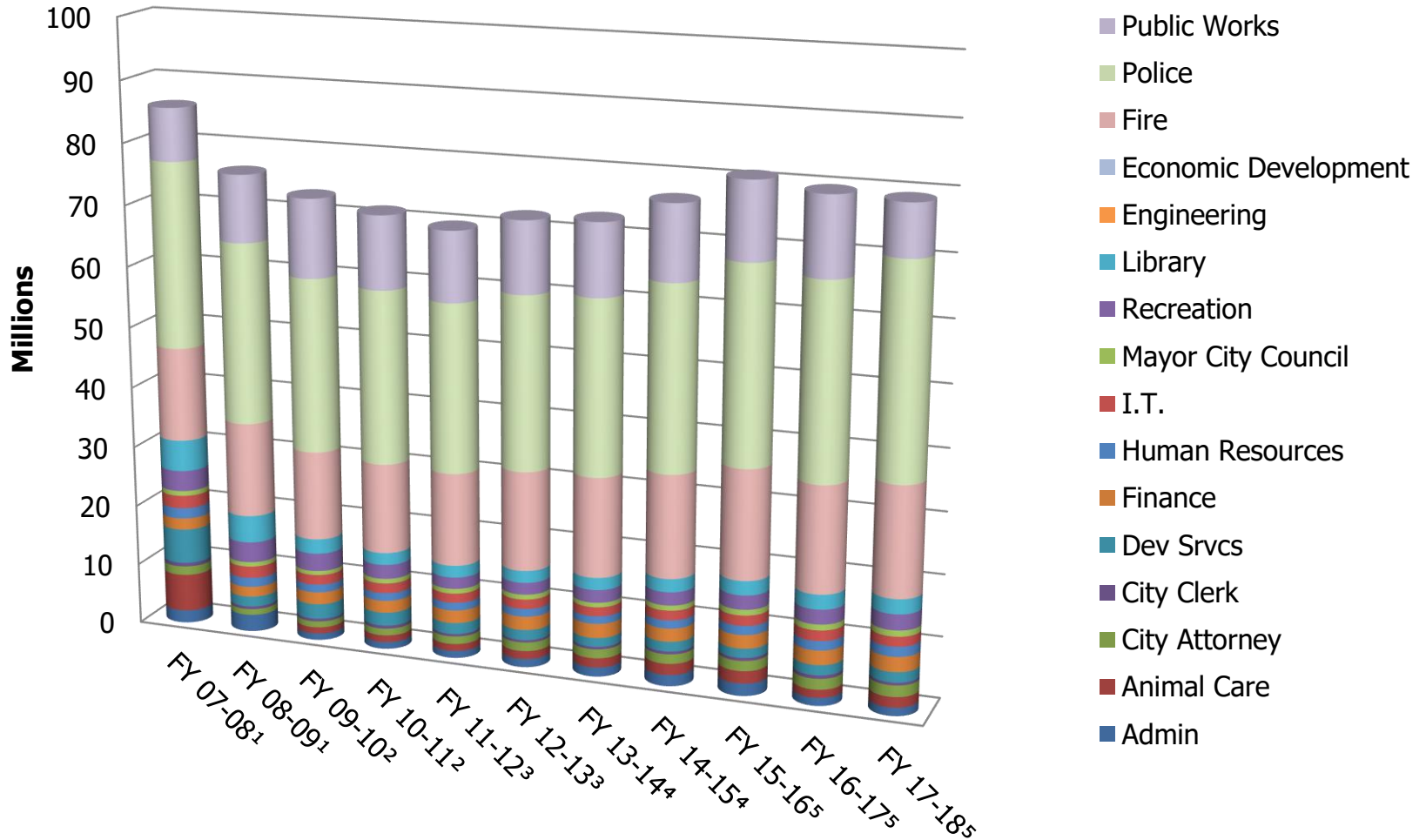
<sup>1</sup>City of Chula Vista Adopted Budget FY 2010-11, pp.55-148, <https://www.chulavistaca.gov/home/showdocument?id=2518>, <accessed 09/19/17>

<sup>2</sup>City of Chula Vista Adopted Budget FY 2017-18, pp. 57-152, <http://www.chulavistaca.gov/home/showdocument?id=15313>, <accessed 09/19/17>

<sup>3</sup>Economic Development Department was created in FY 2016-17

<sup>4</sup>Engineering and Capital Projects Department was created in FY 2017-18

## Personnel Expenditures by Dept.- Salary (Salaries, Hourly Wages, Overtime, and Other Personnel Expenses)



# Personnel Expenditures FY Adopted Budget 2017-18 Checklist

## Personnel Salaries

- ✓ ***Public Safety Employees- \$52,070,507 (61%)***
  - ***514.5 FTE's***
- ✓ ***Non-Public Safety Employees- \$33,155,084 (39%)***
  - ***479.25 FTE's***

## Health Benefits

## Retirement Costs

# Personnel Expenditures by Dept.- Health Benefits

Department	Actual FY 2007-08 <sup>1</sup>	Actual FY 2008-09 <sup>1</sup>	Actual FY 2009-10 <sup>2</sup>	Actual FY 2010-11 <sup>2</sup>	Actual FY 2011-12 <sup>3</sup>	Actual FY 2012-13 <sup>3</sup>
<b>Administration</b>	\$204,761	\$276,649	\$122,368	\$126,641	\$113,895	\$133,607
<b>Animal Care Facility</b>	\$950,619	\$0 <sup>4</sup>	\$190,318	\$207,343	\$202,775	\$227,328
<b>City Attorney</b>	\$139,558	\$109,895	\$108,808	\$122,902	\$138,988	\$162,199
<b>City Clerk</b>	\$88,660	\$68,105	\$75,303	\$66,752	\$64,431	\$66,087
<b>Development Services (General Fund)</b>	\$798,582	\$202,954 <sup>5</sup>	\$308,539	\$276,368	\$254,946	\$247,156
<b>Finance</b>	\$296,112	\$238,009	\$279,302	\$287,411	\$315,710	\$314,933
<b>Fire</b>	\$1,294,027	\$1,245,645	\$1,374,964	\$1,503,608	\$1,632,333	\$1,708,694
<b>Human Resources</b>	\$247,984	\$202,386	\$171,772	\$172,596	\$180,778	\$172,884
<b>I.T.</b>	\$281,353	\$248,131	\$216,174	\$212,706	\$220,388	\$230,732
<b>Library</b>	\$625,126	\$522,850	\$387,067	\$313,279	\$254,236	\$250,376
<b>Mayor and City Council</b>	\$121,997	\$124,883	\$123,410	\$137,277	\$135,614	\$141,499
<b>Police</b>	\$3,199,159	\$3,082,037	\$3,178,003	\$3,356,623	\$3,484,741	\$3,595,903
<b>Public Works</b>	\$1,297,973	\$1,738,530 <sup>6</sup>	\$1,984,762	\$1,914,524	\$1,873,409	\$1,916,863
<b>Recreation</b>	\$314,572	\$376,675	\$319,500	\$267,476	\$204,891	\$183,892

<sup>1</sup>City of Chula Vista Adopted Budget FY 2010-11, pp.55-148, <https://www.chulavistaca.gov/home/showdocument?id=2518>, <accessed 09/19/17>

<sup>2</sup>City of Chula Vista Adopted Budget FY 2012-13, pp. 67-165, <https://www.chulavistaca.gov/home/showdocument?id=2524>, <accessed 09/19/17>

<sup>3</sup>City of Chula Vista Adopted Budget FY 2014-15, pp. 63-146, <https://www.chulavistaca.gov/home/showdocument?id=6460>, <accessed 09/19/17>

<sup>4</sup>In fiscal year 2008-09 the Animal Care Facility was included as part of the Public Works Department.

<sup>5</sup>The decrease in the budget in fiscal year 2008-09 largely reflects the establishment of the development services fund

<sup>6</sup>The fiscal year 2008-09 budget reflects the implementation of the budget reduction plan and the transfer of 15.0 positions to the development services fund, these reductions are offset by the transfer of 68.75 positions from the General Services Department

# Personnel Expenditures by Dept.- Health Benefits

Department	Actual FY 2013-14 <sup>1</sup>	Actual FY 2014-15 <sup>1</sup>	Actual FY 2015-16 <sup>2</sup>	Adopted FY 2016-17 <sup>2</sup>	Adopted FY 2017-18 <sup>2</sup>
Administration	\$179,955	\$205,706	\$208,751	\$150,852	\$144,549
Animal Care Facility	\$244,571	\$259,299	\$246,527	\$313,133	\$306,535
City Attorney	\$173,109	\$180,113	\$185,152	\$228,878	\$219,977
City Clerk	\$68,736	\$76,435	\$75,572	\$95,222	\$92,291
Development Services (General Fund)	\$241,475	\$268,252	\$215,204	\$293,956	\$286,718
Finance	\$351,061	\$348,967	\$304,983	\$407,564	\$396,860
Fire	\$1,909,031	\$2,014,714	\$2,017,304	\$2,356,303	\$2,346,228
Human Resources	\$197,041	\$210,923	\$192,952	\$249,291	\$241,316
I.T.	\$223,496	\$228,367	\$209,655	\$264,905	\$226,021
Library	\$277,300	\$270,920	\$276,365	\$330,704	\$322,742
Mayor and City Council	\$133,609	\$142,222	\$143,205	\$220,163	\$217,308
Police	\$3,801,570	\$4,131,526	\$3,985,148	\$4,775,213	\$4,807,105
Public Works	\$2,061,900	\$2,124,331	\$1,935,753	\$2,361,189	\$1,628,106 <sup>3</sup>
Recreation	\$213,558	\$220,429	\$213,643	\$250,535	\$244,406

<sup>1</sup>City of Chula Vista Adopted Budget 2016-17, pp. 65-154, <https://www.chulavistaca.gov/home/showdocument?id=13873>, <accessed 09/19/17>

<sup>2</sup>City of Chula Vista Adopted Budget 2017-18, pp. 57-152, <http://www.chulavistaca.gov/home/showdocument?id=15313>, <accessed 09/19/17>

<sup>3</sup>Decrease in Public Works Budget was due to the creation of Engineering and Capital Projects Department which was previously included in Public Works Budget



## Personnel Expenditures by Dept.- Health Benefits

Department	Actual FY 2007-08 <sup>1</sup>	Adopted FY 2017-18 <sup>2</sup>	+/- in Health Care Budget (FY 2007-08- FY 2017-18)	Percentage of Change
Administration	\$204,761	\$144,549	<-\$60,212>	<-29.4%>
Animal Care Facility	\$950,619	\$306,535	<-\$644,084>	<-67.7>
City Attorney	\$139,558	\$219,977	\$80,419	57.6%
City Clerk	\$88,660	\$92,291	\$3,631	4%
Development Services (General Fund)	\$798,582	\$286,718	<-\$511,864>	<-64%>
Finance	\$296,112	\$396,860	\$100,748	34%
Fire	\$1,294,027	\$2,346,228	\$1,052,201	81.3%
Human Resources	\$247,984	\$241,316	<-\$6,668>	<-2.7%>
I.T.	\$281,353	\$226,021	<-\$55,332>	<-19.6%>
Library	\$625,126	\$322,742	<-\$302,384>	<-48.3%>
Mayor and City Council	\$121,997	\$217,308	\$95,311	78.1%
Police	\$3,199,159	\$4,807,105	\$1,607,946	50.2%
Public Works	\$1,297,973	\$1,628,106 <sup>3</sup>	\$330,133	25.4%
Recreation	\$314,572	\$244,406	<-\$70,166>	<-22.3%>

<sup>1</sup>City of Chula Vista Adopted Budget FY 2010-11, pp.55-148, <https://www.chulavistaca.gov/home/showdocument?id=2518>, <accessed 09/19/17>

<sup>2</sup>City of Chula Vista Adopted Budget FY 2017-18, pp. 57-152, <http://www.chulavistaca.gov/home/showdocument?id=15313>, <accessed 09/19/17>

**Personnel Expenditures by Health Benefits in FY 2007-08 compared to Adopted Budget for FY 2017-18 clearly shows Public Safety Accounts for the majority of costs.**

Department	Actual FY 2007-08 <sup>1</sup>	Adopted FY 2017-18 <sup>2</sup>
Administration	\$204,761	\$144,549
Animal Care Facility	\$950,619	\$306,535
City Attorney	\$139,558	\$219,977
City Clerk	\$88,660	\$92,291
Development Services (General Fund)	\$798,582	\$286,718
Finance	\$296,112	\$396,860
Fire	\$1,294,027	\$2,346,228
Human Resources	\$247,984	\$241,316
I.T.	\$281,353	\$226,021
Library	\$625,126	\$322,742
Mayor and City Council	\$121,997	\$217,308
Police	\$3,199,159	\$4,807,105
Public Works	\$1,297,973	\$1,628,106
Recreation	\$314,572	\$244,406
Economic Development <sup>3</sup>	\$0	\$219,583
Engineering <sup>4</sup>	\$0	\$673,373
<b>Total</b>	<b>\$9,860,483</b>	<b>\$12,373,118</b>

**Breakdown of Personnel Costs by Health Benefits- Public Safety vs. Non-Public Safety Employees FY 2007-08:**

**Total Personnel Cost- \$9,860,483**  
**Fire- -\$1,294,027**  
**Police- -\$3,199,159**  
**\$5,367,297**

**Non-Public Safety- \$5,367,297 (708 FTE's)**  
 • 54% of Health Benefits Costs

**Public Safety- \$4,493,186 (540.5 FTE's)**  
 • 46% of Health Benefits Costs

**Breakdown of Personnel Costs by Health Benefits- Public Safety vs. Non-Public Safety Employees FY 2017-18:**

**Total Personnel Cost- \$12,373,118**  
**Fire- -\$2,346,228**  
**Police- -\$4,807,105**  
**\$5,219,785**

**Non-Public Safety- \$5,219,785 (479.25 FTE's)**  
 • 42% of Health Benefits Costs

**Public Safety- \$7,153,333 (514.5 FTE's)**  
 • 58% of Health Benefits Costs

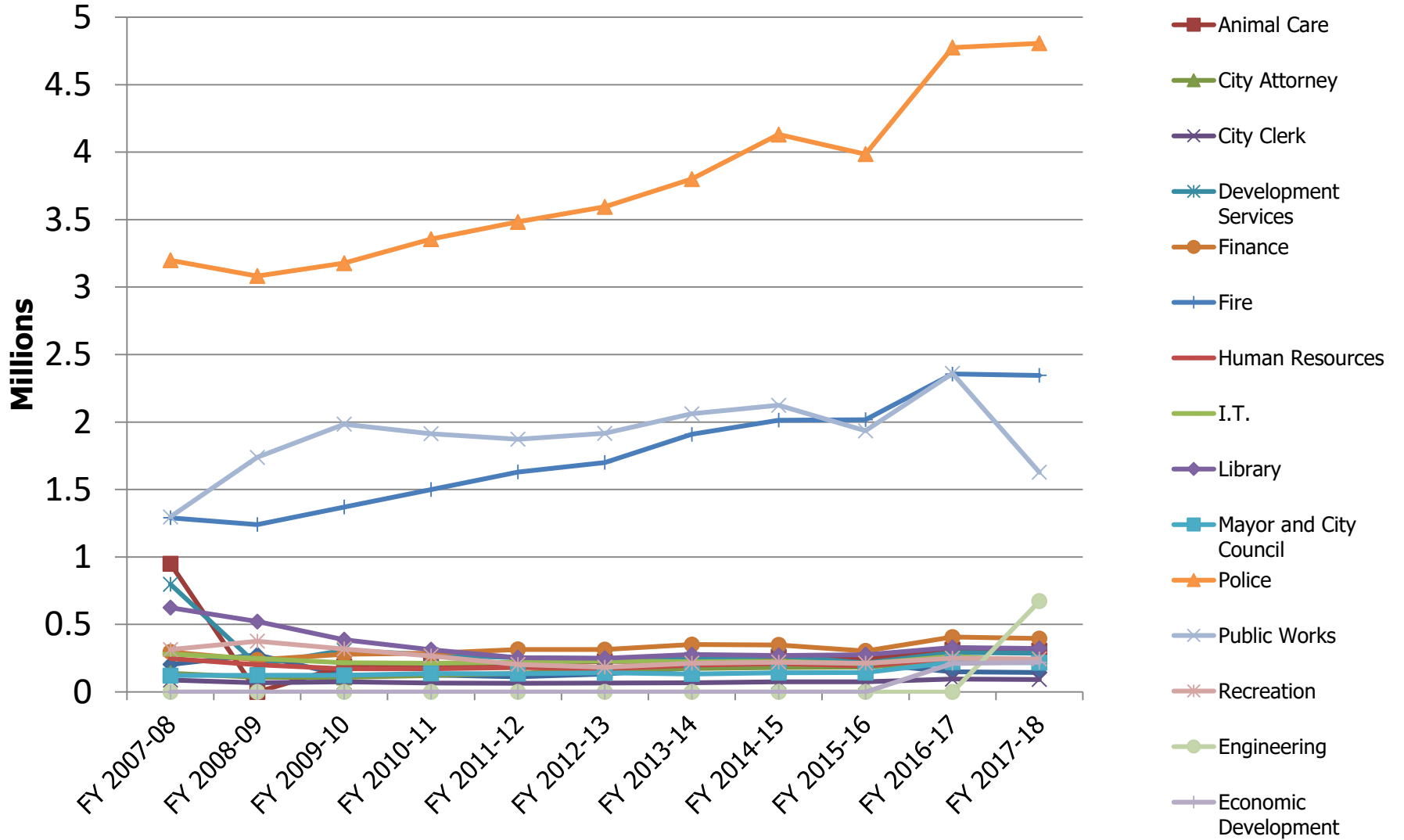
<sup>1</sup>City of Chula Vista Adopted Budget FY 2010-11, pp.55-148, <https://www.chulavistaca.gov/home/showdocument?id=2518>, <accessed 09/19/17>

<sup>2</sup>City of Chula Vista Adopted Budget FY 2017-18, pp. 57-152, <http://www.chulavistaca.gov/home/showdocument?id=15313>, <accessed 09/19/17>

<sup>3</sup>Economic Development Department was created in FY 2016-17

<sup>4</sup>Engineering and Capital Projects Department was created in FY 2017-18

## Personnel Expenditures by Dept- Health Care Benefits



# Personnel Expenditures FY Adopted Budget 2017-18 Checklist

## Personnel Salaries

- ✓ **Public Safety Employees- \$52,070,507 (61%)**
  - **514.5 FTE's**
- ✓ **Non-Public Safety Employees- \$33,155,084 (39%)**
  - **479.25 FTE's**

## Health Benefits

- ✓ **Public Safety Employees- \$7,153,333 (58%)**
  - **514.5 FTE's**
- ✓ **Non-Public Safety Employees- \$5,219,785 (42%)**
  - **479.25 FTE's**

## Retirement Costs

# Personnel Expenditures by Dept.- Retirement Benefits

Department	Actual FY 2007-08 <sup>1</sup>	Actual FY 2008-09 <sup>1</sup>	Actual FY 2009-10 <sup>2</sup>	Actual FY 2010-11 <sup>2</sup>	Actual FY 2011-12 <sup>3</sup>	Actual FY 2012-13 <sup>3</sup>
<b>Administration</b>	\$635,203	\$733,662	\$345,636	\$333,263	\$286,485	\$355,523
<b>Animal Care Facility</b>	\$1,705,112	\$0 <sup>4</sup>	\$247,740	\$287,130	\$301,165	\$295,664
<b>City Attorney</b>	\$458,900	\$288,556	\$303,526	\$306,962	\$327,775	\$381,220
<b>City Clerk</b>	\$181,899	\$135,762	\$142,386	\$132,339	\$114,448	\$111,005
<b>Development Services (General Fund)</b>	\$1,641,647	\$445,399 <sup>5</sup>	\$685,673	\$589,807	\$485,019	\$435,017
<b>Finance</b>	\$559,479	\$478,981	\$548,132	\$522,771	\$539,038	\$559,652
<b>Fire</b>	\$4,692,911	\$4,323,582	\$4,206,097	\$3,628,314	\$3,519,497	\$3,559,767
<b>Human Resources</b>	\$519,385	\$433,733	\$357,758	\$332,173	\$331,240	\$331,863
<b>I.T.</b>	\$618,878	\$554,875	\$466,605	\$432,028	\$398,772	\$408,137
<b>Library</b>	\$1,163,831	\$940,225	\$620,467	\$509,657	\$457,169	\$440,987
<b>Mayor and City Council</b>	\$203,554	\$187,789	\$169,337	\$178,330	\$181,589	\$191,621
<b>Police</b>	\$10,327,748	\$9,265,567	\$8,757,770	\$8,366,207	\$7,908,106	\$7,439,191
<b>Public Works</b>	\$2,291,741	\$2,906,547 <sup>6</sup>	\$3,484,679	\$3,271,076	\$2,996,576	\$2,915,293
<b>Recreation</b>	\$695,865	\$733,606	\$626,208	\$486,466	\$384,939	\$349,075

<sup>1</sup>City of Chula Vista Adopted Budget FY 2010-11, pp.55-148, <https://www.chulavistaca.gov/home/showdocument?id=2518>, <accessed 09/19/17>

<sup>2</sup>City of Chula Vista Adopted Budget FY 2012-13, pp. 67-165, <https://www.chulavistaca.gov/home/showdocument?id=2524>, <accessed 09/19/17>

<sup>3</sup>City of Chula Vista Adopted Budget FY 2014-15, pp. 63-146, <https://www.chulavistaca.gov/home/showdocument?id=6460>, <accessed 09/19/17>

<sup>4</sup>In fiscal year 2008-09 the Animal Care Facility was included as part of the Public Works Department.

<sup>5</sup>The decrease in the budget in fiscal year 2008-09 largely reflects the establishment of the development services fund

<sup>6</sup>The fiscal year 2008-09 budget reflects the implementation of the budget reduction plan and the transfer of 15.0 positions to the development services fund, these reductions are offset by the transfer of 68.75 positions from the General Services Department

# Personnel Expenditures by Dept.- Retirement Benefits

Department	Actual FY 2013-14 <sup>1</sup>	Actual FY 2014-15 <sup>1</sup>	Actual FY 2015-16 <sup>2</sup>	Adopted FY 2016-17 <sup>2</sup>	Adopted FY 2017-18 <sup>2</sup>
<b>Administration</b>	\$486,292	\$541,507	\$605,526	\$437,970	\$448,185
<b>Animal Care Facility</b>	\$324,638	\$336,263	\$366,017	\$441,925	\$454,160
<b>City Attorney</b>	\$425,709	\$459,502	\$480,369	\$577,303	\$583,831
<b>City Clerk</b>	\$125,383	\$137,405	\$151,438	\$177,259	\$179,089
<b>Development Services (General Fund)</b>	\$416,462	\$455,338	\$442,006	\$512,195	\$536,774
<b>Finance</b>	\$626,263	\$599,228	\$617,787	\$711,177	\$744,401
<b>Fire</b>	\$3,916,950	\$4,130,000	\$4,536,411	\$5,162,570	\$5,077,847
<b>Human Resources</b>	\$341,690	\$370,113	\$405,136	\$479,473	\$492,917
<b>I.T.</b>	\$413,476	\$457,724	\$491,752	\$533,693	\$490,855
<b>Library</b>	\$481,552	\$503,687	\$569,238	\$646,462	\$587,469
<b>Mayor and City Council</b>	\$196,816	\$200,477	\$225,614	\$284,388	\$290,970
<b>Police</b>	\$7,562,935	\$8,189,791	\$9,020,898	\$10,285,578	\$10,926,451
<b>Public Works</b>	\$3,173,538	\$3,338,390	\$3,539,663	\$3,795,189	\$2,480,063 <sup>3</sup>
<b>Recreation</b>	\$395,755	\$415,956	\$457,403	\$509,273	\$498,571

<sup>1</sup>City of Chula Vista Adopted Budget 2016-17, pp. 65-154, <https://www.chulavistaca.gov/home/showdocument?id=13873>, <accessed 09/19/17>

<sup>2</sup>City of Chula Vista Adopted Budget 2017-18, pp. 57-152, <http://www.chulavistaca.gov/home/showdocument?id=15313>, <accessed 09/19/17>

<sup>3</sup>Decrease in Public Works Budget was due to the creation of Engineering and Capital Projects Department which was previously included in Public Works Budget

# Personnel Expenditures by Dept.- Retirement Benefits

Department	Actual FY 2007-08 <sup>1</sup>	Adopted FY 2017-18 <sup>2</sup>	+/- in Salary Budget (FY 2007-08- FY 2017-18)	Percentage of Change
Administration	\$635,203	\$448,185	<-\$187,018>	<-29.4%>
Animal Care Facility	\$1,705,112	\$454,160	<-\$1,250,952>	<-73.3%>
City Attorney	\$458,900	\$583,831	\$124,931	27.2%
City Clerk	\$181,899	\$179,089	<-\$2,810>	<-1.5%>
Development Services (General Fund)	\$1,641,647	\$536,774	<-\$1,104,873>	<-67.3%>
Finance	\$559,479	\$744,401	\$184,922	33%
Fire	\$4,692,911	\$5,077,847	\$384,936	8.2%
Human Resources	\$519,385	\$492,917	<-\$26,468>	<-5%>
I.T.	\$618,878	\$490,855	<-\$128,023>	<-20.6%>
Library	\$1,163,831	\$587,469	<-\$576,362>	<-49.5%>
Mayor and City Council	\$203,554	\$290,970	\$87,416	42.9%
Police	\$10,327,748	\$10,926,451	\$598,703	5.7%
Public Works	\$2,291,741	\$2,480,063	\$188,322	8.2%
Recreation	\$695,865	\$498,571	<-\$197,294>	<-28.3%>

<sup>1</sup>City of Chula Vista Adopted Budget FY 2010-11, pp.55-148, <https://www.chulavistaca.gov/home/showdocument?id=2518>, <accessed 09/19/17>

<sup>2</sup>City of Chula Vista Adopted Budget FY 2017-18, pp. 57-152, <http://www.chulavistaca.gov/home/showdocument?id=15313>, <accessed 09/19/17>

**Personnel Expenditures by Dept.- Retirement Benefits in FY 2007-08 compared to Adopted Budget for FY 2017-18 clearly shows Public Safety Accounts for the majority of costs.**

Department	Actual FY 2007-08 <sup>1</sup>	Adopted FY 2017-18 <sup>2</sup>
Administration	\$635,203	\$448,185
Animal Care Facility	\$1,705,112	\$454,160
City Attorney	\$458,900	\$583,831
City Clerk	\$181,899	\$179,089
Development Services (General Fund)	\$1,641,647	\$536,774
Finance	\$559,479	\$744,401
Fire	\$4,692,911	\$5,077,847
Human Resources	\$519,385	\$492,917
I.T.	\$618,878	\$490,855
Library	\$1,163,831	\$587,469
Mayor and City Council	\$203,554	\$290,970
Police	\$10,327,748	\$10,926,451
Public Works	\$2,291,741	\$2,480,063
Recreation	\$695,865	\$498,571
Economic Development <sup>3</sup>	\$0	\$1,435,313
Engineering <sup>4</sup>	\$0	\$421,705
<b>Total</b>	<b>\$25,696,153</b>	<b>\$25,648,602</b>

**Breakdown of Personnel Costs- Retirement Benefits :Public Safety vs. Non-Public Safety Employees FY 2007-08:**

**Total Personnel Cost- \$25,696,153**  
**Fire- -\$4,692,911**  
**Police- -\$10,327,748**  
**\$10,675,494**

**Non-Public Safety- \$10,675,494 (708 FTE's)**  
 • 41% of Retirement Costs

**Public Safety- \$15,020,659 (540.5 FTE's)**  
 • 59% of Retirement Costs

**Breakdown of Personnel Costs- Retirement Benefits: Public Safety vs. Non-Public Safety Employees FY 2017-18:**

**Total Personnel Cost- \$25,648,602**  
**Fire- -\$5,077,847**  
**Police- -\$10,926,451**  
**\$9,644,304**

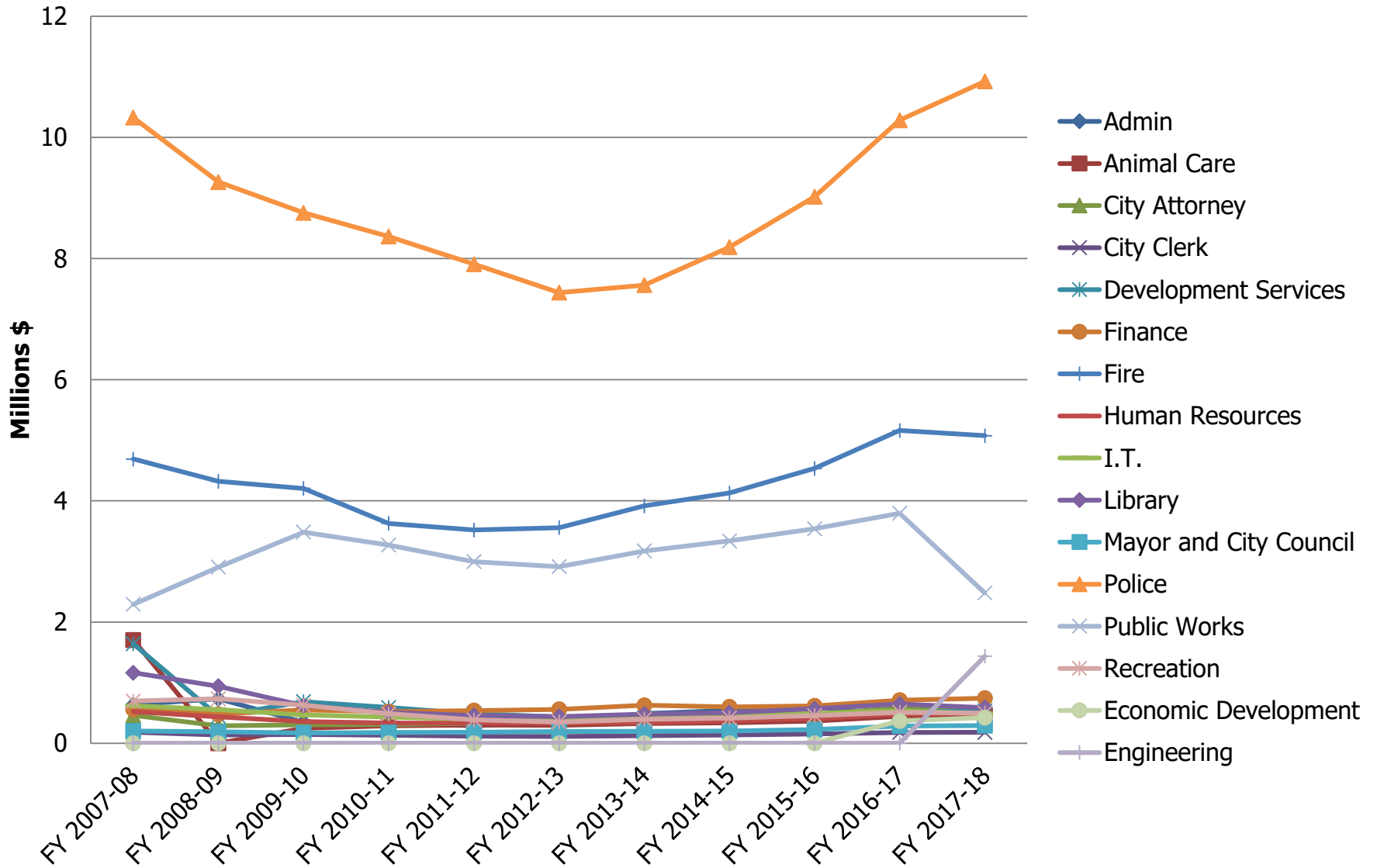
**Non-Public Safety- \$9,644,304 (479.25 FTE's)**  
 • 38% of Retirement Costs

**Public Safety- \$16,004,298 (514.5 FTE's)**  
 • 62% of Retirement Costs

<sup>1</sup>City of Chula Vista Adopted Budget FY 2010-11, pp.55-148, <https://www.chulavistaca.gov/home/showdocument?id=2518>, <accessed 09/19/17>  
<sup>2</sup>City of Chula Vista Adopted Budget FY 2017-18, pp. 57-152, <http://www.chulavistaca.gov/home/showdocument?id=15313>, <accessed 09/19/17>  
<sup>3</sup>Economic Development Department was created in FY 2016-17  
<sup>4</sup>Engineering and Capital Projects Department was created in FY 2017-18



# Retirement Costs by Department



# Personnel Expenditures FY Adopted Budget 2017-18 Checklist

## Personnel Salaries

- ✓ **Public Safety Employees- \$52,070,507 (61%)**
  - **514.5 FTE's**
- ✓ **Non-Public Safety Employees- \$33,155,084 (39%)**
  - **479.25 FTE's**

## Health Benefits

- ✓ **Public Safety Employees- \$7,153,333 (58%)**
  - **514.5 FTE's**
- ✓ **Non-Public Safety Employees- \$5,219,785 (42%)**
  - **479.25 FTE's**

## Retirement Costs

- ✓ **Public Safety Employees- \$ 16,004,298 (62%)**
  - **514.5 FTE's**
- ✓ **Non-Public Safety Employees- \$ 9,644,304(38%)**
  - **479.25 FTE's**

# Personnel Costs for FY 2017-18 demonstrates the power and influence of Unions.

- **Authorized FTE's for FY 2017-18**
  - **Public Safety-** 514.5 FTE's (52%) of all city employees
  - **Non-Public Safety-** 479.25 FTE's (48%) of all city employees
- **Personnel Costs are most inequitable in areas where there is no 3<sup>rd</sup> Party involved in negotiations**
  - **Employee Compensation/Salaries:**
    - Public Safety Employees- \$52,070,507 (61%)
    - Non-Public Safety Employees- \$33,155,084 (39%)
  - **Retirement/Pensions:**
    - Public Safety Employees- \$ 16,004,298 (62%)
    - Non-Public Safety Employees- \$ 9,644,304(38%)
- **Personnel Costs are most equitable in areas where there is a 3<sup>rd</sup> Party involved in negotiations**
  - **Health Benefits**
    - Public Safety Employees- \$7,153,333 (58%)
    - Non-Public Safety Employees- \$5,219,785 (42%)



**What questions do you have regarding  
Public Safety Compensation?**



# 10 Minute Break



# Overtime Pay and Specialty Pay



**Public Safety's "Cash Cow"**

## **Public Safety Unions have negotiated generous MOU's (Memorandum of Understanding) with City Management so they are well compensated**

- **In addition to their salary, Public Safety Unions have guaranteed their members receive two other lucrative types of pay:**
  - Overtime Pay
  - Specialty Pay
- **Specialty Pay is paid as a monthly stipend and this income is included in salary when calculating employee pensions:**
  - Bilingual Pay
  - Shift Differential
  - Laundry
- **Many Public Safety Employees are able to retire at the age of 50 with full retirement for the remainder of their lives.**

# Employee Overtime Pay by Department

Dept	Actual 2007-08 <sup>1</sup>	Actual 2008-09 <sup>1</sup>	Actual 2009-10 <sup>2</sup>	Actual 2010-11 <sup>2</sup>	Actual 2011-12 <sup>3</sup>	Actual 2012-13 <sup>3</sup>	Actual 2013-14 <sup>4</sup>
Police	\$2,370,034	\$2,326,778	\$2,331,126	\$2,318,348	\$2,437,003	\$2,606,094	\$3,011,310
Fire	\$3,269,460	\$3,769,317	\$3,241,849	\$3,285,155	\$3,741,244	\$4,701,459	\$4,057,858
City Attorney	\$39	\$0	\$0	\$0	\$0	\$0	\$0
Human Resources	\$13	\$0	\$0	\$0	\$210	\$0	\$40
City Clerk	\$0	\$0	\$0	\$0	\$0	\$210	\$0
Non-Departmental	\$417,487	\$0	\$0	\$0	\$0	\$0	\$0
Animal Care Facility	\$188,185	\$0	\$38,869	\$42,044	\$46,331	\$54,154	\$54,914
Development Services	\$2,712	\$0	\$0	\$50	\$253	\$0	\$0
Public Works	\$163,916	\$219,897	\$180,638	\$146,769	\$165,445	\$166,741	\$201,817
Library	\$56	\$126	0	0	0	0	0
Recreation	\$4,802	\$6,231	\$5,549	\$4,542	\$8,338	\$4,253	\$1,487
City Council	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Boards & Commissions	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Administration	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Information Technology	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Finance	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$6,425,704</b>	<b>\$6,315,992</b>	<b>\$ 5,798,031</b>	<b>\$5,796,908</b>	<b>\$6,398,824</b>	<b>\$7,532,911</b>	<b>\$7,327,426</b>

<sup>1</sup>City of Chula Vista Adopted Budget FY 2010-11, pp.55-148, <https://www.chulavistaca.gov/home/showdocument?id=2518>, <accessed 09/19/17>

<sup>2</sup>City of Chula Vista Adopted Budget FY 2012-13, pp. 67-165, <https://www.chulavistaca.gov/home/showdocument?id=2524>, <accessed 09/19/17>

<sup>3</sup>City of Chula Vista Adopted Budget FY 2014-15, pp. 63-146, <https://www.chulavistaca.gov/home/showdocument?id=6460>, <accessed 09/19/17>

<sup>4</sup>City of Chula Vista Adopted Budget 2016-17, pp. 65-154, <https://www.chulavistaca.gov/home/showdocument?id=13873>, <accessed 09/19/17>



# Employee Overtime Pay by Department

Dept	Actual 2014-15 <sup>5</sup>	Adopted 2015-16 <sup>5</sup>	Adopted 2016-17 <sup>5</sup>	Proposed 2017-18 <sup>5</sup>	FY 2007-18 Total
Police	\$3,568,286	\$2,494,418	\$2,531,836	\$2,885,858	\$28,881,091
Fire	\$4,334,502	\$3,417,465	3,711,031	\$3,821,323	\$41,350,663
City Attorney	\$0	\$0	\$0	\$0	\$39
Human Resources	\$0	\$204	\$208	\$212	\$887
City Clerk	\$0	\$0	\$0	\$0	\$210
Non-Departmental	\$0	\$0	\$0	\$0	\$417,787
Animal Care Facility	\$63,530	\$53,168	\$54,232	\$50,317	\$645,744
Development Services	\$1,386	\$1,530	\$1,561	\$1,592	\$9,084
Public Works	\$217,747	\$207,545	\$226,581	\$110,715	\$2,007,811
Library	\$0	\$0	\$0	\$0	\$176
Recreation	\$2,698	\$5,100	\$5,201	\$5,302	\$48,201
City Council	\$0	\$0	\$0	\$0	\$0
Boards & Commissions	\$0	\$0	\$102	\$0	\$102
Administration	\$215	\$0	\$0	\$0	\$215
Information Technology	\$0	\$0	\$0	\$0	\$0
Finance	\$0	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$8,189,264</b>	<b>\$6,179,430</b>	<b>\$6,530,752</b>	<b>\$6,875,319</b>	<b>\$73,362,010</b>

<sup>5</sup>City of Chula Vista Adopted Budget 2017-18, pp. 57-152, <http://www.chulavistaca.gov/home/showdocument?id=15313>, <accessed 09/19/17>

# Public Safety has received \$70 million dollars in Overtime Pay from FY 2007-18.

- Received approximately \$23 million dollars in overtime from FY 2008-09- FY 2011-12, a time period where several departments suffered huge budget cuts and employee layoffs.
- Majority of Public Safety employees receive overtime pay including employees who are in supervisory/management positions.
  - Non-Public Safety Employees whose positions are classified as “Professional” or supervisory/management positions are salaried employees and therefore do not receive overtime pay.
- City of Chula Vista Employees have received a total of **\$73,362,010** in Overtime Pay from FY 2007-08 to FY 2017-18.
  - Public Safety- **\$70,231,754 (96%)**
  - Non-Public Safety- **\$3,130,256 (4%)**

***Overtime pay is a benefit **Public Safety Employees (96%)** receive almost exclusively, with the exception of Public Works and Animal Care Facility employees.***

# **Specialty Pay is a type compensation paid to employees and are negotiated by the Unions that represent them**

- **Paid to employees that possess a specific job skill, certification, or perform a specialized duty that entitles the employee to additional compensation.**
  - Paid monthly, in a stipend
  - Amount of monthly stipend is determined through Union negotiations with the City Management and are included in MOU's
- **Employee may be required to provide certification or pass an exam to prove they meet the necessary qualifications.**
- **Bargaining Units/Unions negotiate the types of specialty pay that will be offered and amount paid to the employees they represent.**
- **Certain types of specialty pay, such as, bilingual pay, are offered to employees in numerous Unions but amount paid could vary depending on MOU negotiated by their Bargaining Unit/Union.**

## **MOU's (Memorandum of Understanding) for every Employee Bargaining Unit can be found on the city's Human Resource Department webpage**

- **MOU's can be accessed by public on city's website, [www.chulavistaca.gov](http://www.chulavistaca.gov)**
  - Once on the homepage, click on "**Departments**" located in the blue bar menu at the top of the page
  - Then "click" on **Human Resources**
  - Scroll down to the bottom of homepage of Human Resources Department, and click on "**Bargaining Agreements/MOU's**" located in the lower right-hand side of page
  - You will be directed to the webpage with all the different MOU's, to view document click on title
  - Direct link: <http://www.chulavistaca.gov/departments/human-resources/about-us/bargaining-agreements-mous>

# Employees who receive Specialty Pay can be divided into 2 categories

## Non-Public Safety

- ✓ Bilingual Pay
- ✓ Holiday Pay
- ✓ Laundry
- ✓ Shift Differential
- ✓ Training Premium

## Public Safety

- ✓ Bilingual Pay
- ✓ Canine Premium
- ✓ Fire Prevention Differential
- ✓ Holiday Pay
- ✓ Laundry
- ✓ Motorcycle Patrol Premium
- ✓ Overtime: FLSA Premium
- ✓ Shift Differential
- ✓ Training Premium

# Non-Public Safety Specialty Pay and amount of compensation (SEIU/CVEA)

- **Bilingual Pay<sup>6</sup>**
  - \$100 per month “basic skills”
  - \$1.00 per hour for actual time spent translating in addition to the bilingual pay stipend “advanced skills”
- **Holiday Pay<sup>6</sup>**
  - Hard Holiday Pay- Paid 8 hours(regular pay) for 10 City Observed Holidays in Calendar Year
    - Overtime compensation, in addition to the holiday pay, shall be paid to eligible employees who must work on any hard holiday
  - Floating Holiday-eight (8) hours floating holiday time each for Lincoln's Birthday, Washington's Birthday, and Admission Day
- **Laundry<sup>6</sup>**
  - Uniform cleaning allowance of \$6.73 bi-weekly when authorized by their Appointing Authority. The allowance will be paid to employees who have spent more than 50% of their working hours in uniform during the fiscal year

# Non-Public Safety Specialty Pay and amount of compensation (SEIU/CVEA) cont.

- **Shift Differential<sup>6</sup>**

- \$80 per bi-weekly pay period
- \$110 per bi-weekly pay period (*Police Service Officers and Dispatchers*)

- **Training Premium<sup>6</sup>**

- Employees that meet the criteria of the Certification Pay Policy and who have obtained, at their own cost, certifications/licenses that provide a direct benefit to the City by enhancing their knowledge and skills, above those required by their job classification, the City will provide, per 14-day, biweekly, pay period,
  - \$30 for one to three (3) job-related certificates
  - \$75 for four (4) or more job-related certificates

# Public Safety Specialty Pay and amount of compensation (IAFF/POA)

- **Bilingual Pay**
  - \$125 per month (basic skills) **(IAFF)**<sup>7</sup>
  - \$225 per month (advanced skills) **(IAFF)**<sup>7</sup>
  - \$200 per month **(POA)**<sup>8</sup>
- **Canine Premium**
  - Employees who are designated Dog Handlers will receive three and a half (3 ½) hours paid overtime cash compensation per week **(POA)**<sup>8</sup>
- **Fire Prevention Differential**
  - 15% additional compensation over their base wage **(IAFF)**<sup>7</sup>

<sup>7</sup>Memorandum of Understanding Between the City of Chula Vista and Local 2180 International Association of Fire Fighters/AFL-CIO December 2, 2014- June 30, 2017, <http://www.chulavistaca.gov/home/showdocument?id=7339>, <accessed 09/25/2017>

<sup>8</sup>Memorandum of Understanding Between the City of Chula Vista and Chula Vista Police Officer's Association November 4, 2014- June 30, 2017, <http://www.chulavistaca.gov/home/showdocument?id=8145>, <accessed 09/25/2017>



# Public Safety Specialty Pay and amount of compensation (IAFF/POA) cont.

## • Holiday Pay

- Hard Holiday-Paid regular hours worked in a shift (regular pay) for 7 City Observed Holidays in Calendar Year **(POA)**<sup>8</sup>
  - ❖ If an officer works a hard holiday, he or she will receive pay for regular hours worked plus time and one-half for each hour worked.
- Floating Holidays- Effective the first pay period in July of each fiscal year employees receive 5 Floating Holidays **(POA)**<sup>8</sup>
- Employees assigned to the Fire Suppression Division will receive one hundred twenty (120) hours holiday pay at straight time ( 10 hours for each of the 12 holidays described below) each fiscal year. Holiday pay shall consist of approximately 4.60 hours per pay period for each employee in the bargaining unit. Pro-rated adjustments will be made for employees of represented classifications entering or leaving the Fire Suppression Division of the Department. **(IAFF)**<sup>7</sup>
- Employees assigned to divisions other than Fire Suppression shall accrue 8 hours of holiday time for each of three (3) floating holidays and 10 hours of holiday time for each of ten (10) hard holidays, only if they work a 4-10 workweek (four ten-hour days). If said employees work a 5-8 work week (five eight-hour days), they shall accrue 8 hours of holiday time for each of the ten (10) hard holidays **(IAFF)**<sup>7</sup>

<sup>7</sup>Memorandum of Understanding Between the City of Chula Vista and Local 2180 International Association of Fire Fighters/AFL-CIO December 2, 2014- June 30, 2017, <http://www.chulavistaca.gov/home/showdocument?id=7339>, <accessed 09/25/2017>

<sup>8</sup>Memorandum of Understanding Between the City of Chula Vista and Chula Vista Police Officer's Association November 4, 2014- June 30, 2017, <http://www.chulavistaca.gov/home/showdocument?id=8145>, <accessed 09/25/2017>

# Public Safety Specialty Pay and amount of compensation (IAFF/POA) cont.

- **Laundry**
  - Employees represented by the POA shall be entitled to a uniform cleaning allowance of \$300 per year. Cleaning allowances shall be payable during the first pay period ending in December. **(POA)**<sup>8</sup>
  - All represented employees shall receive \$200 per calendar year for the cleaning and maintenance of uniforms **(IAFF)**<sup>7</sup>
  
- **Motorcycle Patrol Premium**
  - Employees who are assigned to Motorcycle Duty will receive two (2) hours overtime cash compensation per week. The differential pay shall compensate for general maintenance, including cleaning and washing of the motorcycle and minor maintenance. **(POA)**<sup>8</sup>
  
- **Overtime: FLSA Premium**
- **Shift Differential**
  - Officer, Agent, Sergeant, and Lieutenant regularly assigned to work the first watch (graveyard) shift shall receive an additional \$160 per pay period. **(POA)**<sup>8</sup>
  - Each Officer, Agent, Sergeant, and Lieutenant regularly assigned to work the third or fourth watch (swing) shift shall receive \$80 per pay period. **(POA)**<sup>8</sup>

<sup>7</sup>Memorandum of Understanding Between the City of Chula Vista and Local 2180 International Association of Fire Fighters/AFL-CIO December 2, 2014- June 30, 2017, <http://www.chulavistaca.gov/home/showdocument?id=7339>, <accessed 09/25/2017>

<sup>8</sup>Memorandum of Understanding Between the City of Chula Vista and Chula Vista Police Officer's Association November 4, 2014- June 30, 2017, <http://www.chulavistaca.gov/home/showdocument?id=8145>, <accessed 09/25/2017>

# Public Safety Specialty Pay and amount of compensation (IAFF/POA) cont.

## • Training Premium

- \$200 a month for an Associates Degree **(POA)<sup>8</sup>**
- \$300 a month for a Bachelors Degree or an Advanced/Supervisory POST **(POA)<sup>8</sup>**
- \$400 a month for a Masters Degree or higher **(POA)<sup>8</sup>**
- Upon verification that a represented employee has completed course work for and received an Associates degree, or completes 30 units of fire science courses or any administrative or technical (i.e. computer, writing) courses in support of the fire service and has five (5) years experience, the employee shall receive **\$200 per month** in education incentive pay. **(IAFF)<sup>7</sup>**
- Upon verification that a represented employee has completed course work for and received a Bachelors degree, or completes 30 units of fire science courses or any administrative or technical (i.e. computer, writing) courses in support of the fire service and has ten (10) years experience, the employee shall receive **\$300 per month** in education incentive pay. **(IAFF)<sup>7</sup>**
- Upon verification that a represented employee has completed course work for and received a Masters degree, the employee shall receive **\$400 per month** in education incentive pay. **(IAFF)<sup>7</sup>**

<sup>7</sup>Memorandum of Understanding Between the City of Chula Vista and Local 2180 International Association of Fire Fighters/AFL-CIO December 2, 2014- June 30, 2017, <http://www.chulavistaca.gov/home/showdocument?id=7339>, <accessed 09/25/2017>

<sup>8</sup>Memorandum of Understanding Between the City of Chula Vista and Chula Vista Police Officer's Association November 4, 2014- June 30, 2017, <http://www.chulavistaca.gov/home/showdocument?id=8145>, <accessed 09/25/2017>

## **Specialty Pay is also becoming quite lucrative to Public Safety according to the KBPS article, "Extra Pay To City Employees Is Increasing, New Report Says" published March 28<sup>th</sup>,2013.**

- The article focuses on a report created by the San Diego County Taxpayers Association. The article explains:
  - *"The specialty pay data was collected from the 16 San Diego cities that belong to the California Public Employees Retirement System (CalPERS) by the San Diego County Taxpayers Association. The KPBS/inewssource Investigations Desk independently verified the data's findings."*<sup>9</sup>
  - *"Shows these types of "specialty pay" increased by 60 percent between 2000 and 2011 in 16 San Diego County cities. During that 12-year period, those 16 cities spent \$90 million on specialty pays."*<sup>9</sup>
  - *"Chris Cate, the interim president of SDCTA, said he's calling attention to specialty pay because it's included in the salary amount used to calculate a pension, leading to higher pension costs."*<sup>9</sup>

<sup>9</sup>Trageser, Claire and Ryan Grochowski. "Extra Pay To City Employees Is Increasing, New Report Says | KPBS." *KPBS San Diego Public Radio & TV: News, Arts & Culture*. Web. 09 Sep 2017. <<http://www.kpbs.org/news/2013/mar/28/extra-pay-city-employees-increasing-new-report-say/>>.

# City of Chula Vista- Specialty Pay (General Employees) FY 2000-05<sup>9</sup>

Type of Specialty Pay	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
<b>Bilingual Pay</b>	\$24,964.00	\$47,397.00	\$141,731.00	\$182,044.00	\$199,699.00	\$191,951.00
<b>Holiday Pay</b>	\$25,426.55	\$22,684.22	\$43,169.33	\$47,067.09	\$49,634.24	\$88,820.79
<b>Laundry</b>	\$1,325.00	\$619.00	\$1,307.00	\$1,425.00	\$1,950.00	\$1,876.00
<b>Shift Differential</b>	\$21,642.00	\$18,215.00	\$35,958.00	\$40,428.00	\$39,192.00	\$51,725.00
<b>Training Premium</b>	\$0	\$0	\$0	\$0	\$6,459.00	\$13,618.00
<b>Total</b>	<b>\$73,357.55</b>	<b>\$88,915.22</b>	<b>\$222,165.33</b>	<b>\$270,964.09</b>	<b>\$296,904.24</b>	<b>\$347,990.79</b>

<sup>9</sup>Trageser, Claire and Ryan Grochowski. "Extra Pay To City Employees Is Increasing, New Report Says | KPBS." *KPBS San Diego Public Radio & TV: News, Arts & Culture*. Web. 09 Sep 2017. <<http://www.kpbs.org/news/2013/mar/28/extra-pay-city-employees-increasing-new-report-say/>>.

# City of Chula Vista- Specialty Pay (General Employees) FY 2006-09<sup>9</sup>

Type of Specialty Pay	FY 2006	FY 2007	FY 2008	FY 2009
<b>Bilingual Pay</b>	\$205,165.00	\$212,335.00	\$203,454.00	\$198,780.00
<b>Holiday Pay</b>	\$111,373.63	\$108,834.54	\$114,909.77	\$96,716.97
<b>Laundry</b>	\$4,102.00	\$4,950.00	\$2,600.00	\$1,000.00
<b>Shift Differential</b>	\$98,618.00	\$116,538.00	\$100,151.00	\$58,008.00
<b>Training Premium</b>	\$4,881.00	\$4,667.00	\$0	\$0
<b>Total</b>	<b>\$424,139.63</b>	<b>\$447,334.54</b>	<b>\$421,114.77</b>	<b>\$354,504.97</b>

<sup>9</sup>Trageser, Claire and Ryan Grochowski. "Extra Pay To City Employees Is Increasing, New Report Says | KPBS." *KPBS San Diego Public Radio & TV: News, Arts & Culture*. Web. 09 Sep 2017. <<http://www.kpbs.org/news/2013/mar/28/extra-pay-city-employees-increasing-new-report-say/>>.

# City of Chula Vista- Specialty Pay (General Employees) FY 2010-11 & Total FY 2000-11<sup>9</sup>

Type of Specialty Pay	FY 2010	FY 2011	Total FY 2000-11
<b>Bilingual Pay</b>	\$190,342.00	\$175,909.00	<b>\$1,973,741.00</b>
<b>Holiday Pay</b>	\$91,451.77	\$95,003.00	<b>\$895,091.90</b>
<b>Laundry</b>	\$2,425.00	\$700.00	<b>\$24,279.00</b>
<b>Shift Differential</b>	\$44,723.00	\$43,260.00	<b>\$668,458.00</b>
<b>Training Premium</b>	\$0	\$0	<b>\$29,635.00</b>
<b>Total</b>	<b>\$328,941.77</b>	<b>\$314,872.00</b>	<b>\$3,591,204.00</b>

<sup>9</sup>Trageser, Claire and Ryan Grochowski. "Extra Pay To City Employees Is Increasing, New Report Says | KPBS." *KPBS San Diego Public Radio & TV: News, Arts & Culture*. Web. 09 Sep 2017. <<http://www.kpbs.org/news/2013/mar/28/extra-pay-city-employees-increasing-new-report-say/>>.

# City of Chula Vista- Specialty Pay (Public Safety) FY 2000-05<sup>9</sup>

Employee  
Compensation

Type of Specialty Pay	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
<b>Bilingual Pay</b>	\$62,663.00	\$88,885.00	\$91,197.00	\$92,533.00	\$77,314.00	\$97,200.00
<b>Canine Premium</b>	\$0	\$0	\$23,682.60	\$31,630.12	\$41,397.21	\$50,443.83
<b>Fire Prevention Differential</b>	\$14,996.00	\$18,042.00	\$26,500.00	\$22,335.00	\$20,091.00	\$20,016.00
<b>Holiday Pay</b>	\$279,249.42	\$377,418.29	\$403,333.51	\$432,968.40	\$482,346.04	\$544,924.77
<b>Laundry</b>	\$66,580.00	\$69,925.00	\$74,650.00	\$81,175.00	\$83,600.00	\$105,200.00
<b>Motorcycle Patrol Premium</b>	\$0	\$0	\$29,277.89	\$40,058.95	\$29,174.54	\$30,133.84
<b>Overtime: FLSA Premium</b>	\$37,531.00	\$65,138.00	\$83,203.00	\$84,470.00	\$103,827.00	\$121,732.00
<b>Shift Differential</b>	\$2,979.00	\$20,713.00	\$38,273.00	\$94,820.00	\$132,658.00	\$128,624.00
<b>Training Premium</b>	\$11,676.00	\$46,382.00	\$37,955.00	\$27,420.00	\$14,593.00	\$27,886.00
<b>Total</b>	<b>\$475,674.42</b>	<b>\$686,503.29</b>	<b>\$808,072.00</b>	<b>\$907,732.47</b>	<b>\$985,000.79</b>	<b>\$1,126,160.44</b>

<sup>9</sup>Trageser, Claire and Ryan Grochowski. "Extra Pay To City Employees Is Increasing, New Report Says | KPBS." *KPBS San Diego Public Radio & TV: News, Arts & Culture*. Web. 09 Sep 2017. <<http://www.kpbs.org/news/2013/mar/28/extra-pay-city-employees-increasing-new-report-say/>>.



# City of Chula Vista- Specialty Pay (Public Safety) FY 2006-09<sup>9</sup>

Employee  
Compensation

Type of Specialty Pay	FY 2006	FY 2007	FY 2008	FY 2009
<b>Bilingual Pay</b>	\$161,605.00	\$189,432.00	\$205,683.00	\$198,005.00
<b>Canine Premium</b>	\$50,818.35	\$51,522.86	\$49,790.23	\$43,190.53
<b>Fire Prevention Differential</b>	\$55,819.00	\$62,666.00	\$62,901.00	\$87,015.00
<b>Holiday Pay</b>	\$629,980.02	\$733,017.70	\$759,334.14	\$761,967.67
<b>Laundry</b>	\$110,825.00	\$101,075.00	\$103,500.00	\$97,800.00
<b>Motorcycle Patrol Premium</b>	\$35,173.39	\$51,634.74	\$56,274.43	\$60,081.34
<b>Overtime: FLSA Premium</b>	\$151,887.00	\$176,554.00	\$186,117.00	\$191,734.00
<b>Shift Differential</b>	\$137,434.00	\$217,042.00	\$304,064.00	\$293,651.00
<b>Training Premium</b>	\$98,404.00	\$99,899.00	\$50,299.00	\$9,505.00
<b>Total</b>	<b>\$1,431,945.76</b>	<b>\$1,682,843.30</b>	<b>\$1,777,962.80</b>	<b>\$2,097,454.71</b>

<sup>9</sup>Trageser, Claire and Ryan Grochowski. "Extra Pay To City Employees Is Increasing, New Report Says | KPBS." *KPBS San Diego Public Radio & TV: News, Arts & Culture*. Web. 09 Sep 2017. <<http://www.kpbs.org/news/2013/mar/28/extra-pay-city-employees-increasing-new-report-say/>>.

# City of Chula Vista- Specialty Pay (Public Safety) FY 2010-11 and Total FY 2000-11<sup>9</sup>

Type of Specialty Pay	FY 2010	FY 2011	Total FY 2000-11
<b>Bilingual Pay</b>	\$197,316.00	\$184,388.00	<b>\$1,646,221.00</b>
<b>Canine Premium</b>	\$54,060.34	\$66,901.43	<b>\$463,437.50</b>
<b>Fire Prevention Differential</b>	\$83,245.00	\$30,542.00	<b>\$504,168.00</b>
<b>Holiday Pay</b>	\$763,900.60	\$733,338.00	<b>\$6,901,778.56</b>
<b>Laundry</b>	\$70,075.00	\$71,500.00	<b>\$1,035,905.00</b>
<b>Motorcycle Patrol Premium</b>	\$55,145.35	\$51,724.42	<b>\$438,678.89</b>
<b>Overtime: FLSA Premium</b>	\$190,821.00	\$195,311.00	<b>\$1,588,325.00</b>
<b>Shift Differential</b>	\$275,718.00	\$318,800.00	<b>\$1,964,776.00</b>
<b>Training Premium</b>	\$5,725.00	\$4,877.00	<b>\$434,943.00</b>
<b>Total</b>	<b>\$1,696,006.29</b>	<b>\$1,657,381.85</b>	<b>\$14,978,232.95</b>

<sup>9</sup>Trageser, Claire and Ryan Grochowski. "Extra Pay To City Employees Is Increasing, New Report Says | KPBS." *KPBS San Diego Public Radio & TV: News, Arts & Culture*. Web. 09 Sep 2017. <<http://www.kpbs.org/news/2013/mar/28/extra-pay-city-employees-increasing-new-report-say/>>.

## Specialty Pay for Public Safety was almost five times greater than the amount for General Employees for FY 2000-11

- Specialty Pay for Public Safety employees for 2000- FY 2011 was a total of **\$14,978,232.95.**<sup>9</sup>
- Specialty Pay for General employees for 2000- FY 2011 was a total of **\$3,591,204.00.**<sup>9</sup>
- Chris Cate, the interim president of SDCTA, said specialty pay is income that is included when calculated an public employees' pension.<sup>9</sup>
- The annual amount of Specialty Pay paid to Public Safety employees has increased \$1.5 million dollars after 9/11.

<sup>9</sup>Trageser, Claire and Ryan Grochowski. "Extra Pay To City Employees Is Increasing, New Report Says | KPBS." *KPBS San Diego Public Radio & TV: News, Arts & Culture*. Web. 09 Sep 2017. <<http://www.kpbs.org/news/2013/mar/28/extra-pay-city-employees-increasing-new-report-say/>>.

# Specialty Pay increases employee pensions

## Employee Pension Example:

- Joe Smith has been a firefighter for 29 years
- He will be 50 years old next year and the terms of his employment had his retirement plan as 3% @ 50.
- Mr. Smith's highest salary was \$100,000 a year.
- He also received \$12,000 in Specialty Pay in addition to his salary that year.

## Calculating monthly Pension-

- 3% @ 50 means he could retire at 50
- If he retired at age 50 he would be paid 3% of highest base salary X (number of years of service)
- $3 \times 30 =$  annual pension would be 90% of highest paid salary
- $.90 \times 100,000 =$  \$90,000 annual pension
- **\$90,000/12= \$7,500 monthly pension w/o Specialty Pay included**

## Don't forget to add Specialty Pay to highest paid salary

- \$100,000 (*highest paid salary*) + \$12,000 = \$112,000 total income for highest paid year
- \$112,000 (highest salary w/ specialty income) x .90 = \$100,800.00
- \$100,800 (annual income)/12 = monthly payment amount
- **\$8,400 monthly pension payment w/ Specialty Pay included**

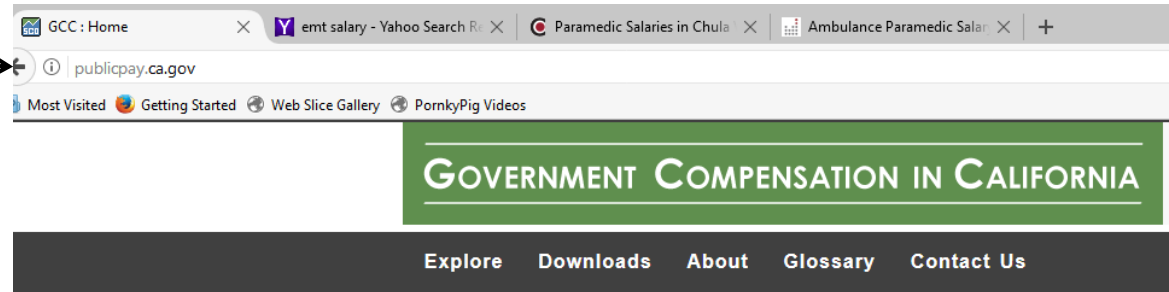
***Including Specialty Pay in highest paid salary increased monthly pension payment \$900 per month***

## **GCC (Government Compensation in California) is a website which publishes employee compensation for public employees in California.**

- GCC website, [www.publicpay.ca.gov](http://www.publicpay.ca.gov), was created in 2010 by the State Controller's Office.<sup>10</sup>
- The purpose of the website was to enhance government transparency and provide a single statewide database that is accessible by anyone at anytime.<sup>10</sup>
- The GCC website contains pay and benefit information for positions in cities, counties, special districts, and state government, including California State University (CSU).<sup>10</sup>

# Accessing Compensation for City of Chula Vista employees on GCC website, [www.publicpayca.gov](http://www.publicpayca.gov)<sup>10</sup>

**Step 1.** Go to [publicpay.ca.gov](http://publicpay.ca.gov)



The State Controller's **Government Compensation in California** website provides information on employee pay and benefits for approximately 2 million positions at more than 5,000 public employers. Public employers annually report employee compensation to the State Controller's Office. View and search employee job titles, build charts and graphics, and download custom reports and raw data.

**Step 2.** "Click" on **Cities** located under "Public Employer Types".

## Popular Pages to Explore

### Public Employer Types

- Cities
- Counties
- Special Districts
- State Agencies & Departments
- Superior Courts
- University of California
- California State Universities

### Reports and Tools

- Top List
- Mayors
- City Managers
- City Council Members
- County Board of Supervisors
- Judiciary
- Elected Officials

# Accessing Compensation for City of Chula Vista employees on GCC website, [www.publicpayca.gov](http://www.publicpayca.gov)<sup>10</sup>

Click a bar for more information

[Explore More Tools](#)

Visit the [Downloads page](#) to get a copy of City employee information for 2016.

The State Controller's Office is not responsible for the accuracy of this information. [Learn more](#)

Report:

Filter by:  Min:  Max:  [Apply](#) | [Reset](#)

Showing page 1 of 18

City	County	Residents	Employees	Average Wages
<a href="#">Vernon</a>	<a href="#">Los Angeles</a>	209	290	\$108,673
<a href="#">Cathedral City</a>	<a href="#">Riverside</a>	54,557	198	\$102,802
<a href="#">Hayward</a>	<a href="#">Alameda</a>	161,040	937	\$101,668
<a href="#">Vallejo</a>	<a href="#">Solano</a>	118,280	566	\$93,695
<a href="#">Atherton</a>	<a href="#">San Mateo</a>	7,148	53	\$92,918
<a href="#">Richmond</a>	<a href="#">Contra Costa</a>	111,785	950	\$92,349
<a href="#">Palm Desert</a>	<a href="#">Riverside</a>	50,740	126	\$92,010
<a href="#">Sand City</a>	<a href="#">Monterey</a>	384	27	\$92,006
<a href="#">Indian Wells</a>	<a href="#">Riverside</a>	5,450	37	\$90,917
<a href="#">Palm Springs</a>	<a href="#">Riverside</a>	47,379	463	\$89,493
<a href="#">Burlingame</a>	<a href="#">San Mateo</a>	30,148	232	\$88,467

**Step 3.** You will be redirected to the webpage that lists the different Cities in California.

- Scroll down to the bottom of the page and you will see the list of cities.
- To have the cities appear alphabetically, click on the small arrow that is pointing down next to the word "City" in the first column.
- The cities will appear in **alphabetical order from A-Z**

# Accessing Compensation for City of Chula Vista employees on GCC website, [www.publicpayca.gov](http://www.publicpayca.gov)<sup>11</sup>

The State Controller's Office is not responsible for the accuracy of this information. [Learn more.](#) Save results as [XLS](#) [PDF](#)

Report:

Filter by:  Min:  Max:  [Apply](#) | [Reset](#) Search in table:  [Find Next](#)

Showing page 1 of 18

<< First < Previous 1 of 18 **Next** > Last >>

City	County	Residents	Employees	Average Wages	Avg. Ret. & Health Cost	Total Wages	Total Ret. & Health Cost
<a href="#">Agoura Hills</a>	<a href="#">Los Angeles</a>	21,018	109	\$33,983	\$10,662	\$3,704,102	\$1,162,186
<a href="#">Alameda</a>	<a href="#">Alameda</a>	79,928	921	\$61,892	\$27,185	\$57,002,821	\$25,037,048
<a href="#">Alhambra</a>	<a href="#">Los Angeles</a>	86,922	637	\$55,015	\$21,611	\$35,044,576	\$13,766,055
<a href="#">Aliso Viejo</a>	<a href="#">Orange</a>	50,312	30	\$70,603	\$15,905	\$2,118,092	\$477,146
<a href="#">Alturas</a>	<a href="#">Modoc</a>	2,660	45	\$26,227	\$8,043	\$1,180,195	\$361,925

**Step 4.** After the list has been re-organized alphabetically, you will need to advance to the **3<sup>rd</sup> page** of list to locate **"Chula Vista"**.

- To go to the next page, click on the word **"Next"** located at the top or bottom of list.
- Click **"Next"** until you locate **Chula Vista**.

<a href="#">Cerritos</a>	<a href="#">Los Angeles</a>	50,039	628	\$30,556	\$11,952	\$19,189,199
<a href="#">Chico</a>	<a href="#">Butte</a>	93,383	446	\$66,863	\$31,049	\$29,820,925
<a href="#">Chino</a>	<a href="#">San Bernardino</a>	88,026	673	\$56,415	\$14,196	\$37,967,154
<a href="#">Chino Hills</a>	<a href="#">San Bernardino</a>	80,676	325	\$41,959	\$19,826	\$13,636,593
<a href="#">Chowchilla</a>	<a href="#">Madera</a>	18,840	80	\$45,864	\$12,424	\$3,669,146
<a href="#">Chula Vista</a>	<a href="#">San Diego</a>	267,917	1,394	\$66,884	\$25,184	\$93,236,906
<a href="#">Citrus Heights</a>	<a href="#">Sacramento</a>	87,013	271	\$67,166	\$17,894	\$18,201,913
<a href="#">Claremont</a>	<a href="#">Los Angeles</a>	36,225	283	\$52,475	\$19,329	\$14,850,484
<a href="#">Clayton</a>	<a href="#">Contra Costa</a>	11,284	47	\$43,820	\$12,126	\$2,059,525
<a href="#">Clearlake</a>	<a href="#">Lake</a>	15,531	66	\$46,789	\$13,828	\$3,088,074

**Step 5.** "Click" on **Chula Vista** and you will be redirected to the city compensation page.



# Accessing Compensation for City of Chula Vista employees on GCC website<sup>12</sup>

You will be directed to **the Chula Vista Employee Compensation Summary Page**. On this page you will find the following:

1. Select the yearly data you wish to see (from the years shown in the drop down box)
2. Population for the year selected
3. Number of City Employees
4. Cost per resident for total employee wages, retirement, and health care costs.
5. Average Salary, Retirement, and Health Costs per City Employee.
6. Total Wages, Retirement, and Health Costs paid by City

**GOVERNMENT COMPENSATION IN CALIFORNIA** **Betty T. Yee**  
California State Controller

Explore Downloads About Glossary Contact Us Search Public Employers & Positions Search

GCC Home > Explore > Cities > Chula Vista  
Chula Vista (San Diego County) 2016

Select a department to view details: [ ]

**267,917** resident population  
**1,394** city employees  
**192** residents per city employee  
**\$348** amount spent on employee total wages per resident  
**\$131** amount spent on employee total ret. & health cost per res.

**\$66,884** average wages for this city's employees  
**\$25,184** avg. retirement & health cost for this city's employees

**\$93,236,906** total wages paid by this city  
**\$35,106,988** total retirement & health cost paid by this city

The total retirement and health cost sometimes includes payments made by this employer toward the unfunded liability of the employer sponsored retirement plan. To view financial and statistical information for public employee retirement systems, please visit the [State Controller's Government Financial Reports website](#).

**Data at a Glance:** Top 10 Emp. - Highest Total Wages

**Historical Data:** Average Wages

## Available Data Reports

The bottom half of the page is where you can select what type of data you would like to see regarding Employee Compensation. The information automatically defaults to Employee Total wages (Highest to Lowest) The data in this area provides the following:

1. Position/Job Title
2. Department (to view pay by Department, click on the Department you wish to view in this area)
3. Total Wages
4. Total Retirement & Health Care Costs

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Report: Employees

Filter by: Total Wages Min Max Apply | Reset Search in table: Find Next

Showing page 1 of 52 << First Previous 1 of 52 Next >> Last >>

Position	Department	Total Wages	Total Retirement & Health Cost
City Manager	Administration	\$256,749	\$122,257
Deputy City Manager	Administration	\$233,680	\$70,830
Chief Of Police	Police	\$232,695	\$69,597
Fire Battalion Chief (80 HR)	Fire	\$232,452	\$68,106
Deputy City Manager	Administration	\$228,761	\$77,182
Police Sergeant	Police Dept Grants Fund	\$224,323	\$63,424
Fire Captain (80 HR)	Fire	\$223,660	\$56,196
Police Agent	Police Dept Grants Fund	\$219,724	\$51,186
Sr Asst City Attorney	City Attorney	\$210,557	\$55,281
Police Lieutenant	Police	\$206,201	\$68,855
Fire Chief	Fire	\$206,104	\$78,460
Fire Battalion Chief (112 HR)	Advanced Life Support Program	\$203,311	\$71,407
Development Svcs Dept Director	Planning & Building Services	\$201,844	\$61,511
Fire Battalion Chief (112 HR)	Fire	\$200,521	\$67,898

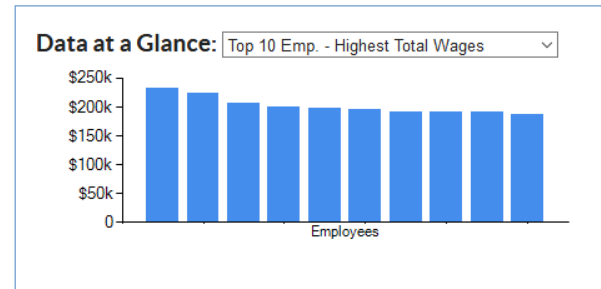
# Additional Compensation can be found by clicking on the Job Title in the Position Field<sup>13</sup>

[GCC Home](#) » [Explore](#) » [Cities](#) » [Chula Vista](#) » [Fire](#)

Fire ([Chula Vista](#)) 2016

Select another department to view details:

<b>138</b>	employees
<b>\$122,810</b>	average wages in this department
<b>\$46,259</b>	avg. retirement & health cost in this department
<b>\$16,947,769</b>	total wages paid by this department
<b>\$6,383,726</b>	total retirement & health cost paid by this department



The total retirement and health cost sometimes includes payments made by this employer toward the [unfunded liability](#) of the employer sponsored retirement plan. To view financial and statistical information for public employee retirement systems, please visit the [State Controller's Government Financial Reports website](#).

For more information go to <http://www.chulavistaca.gov/departments/human-resources>

Last Updated: 6/27/2017

## Other Positions in this Department

The State Controller's Office is not responsible for the accuracy of this information. [Learn more.](#)

Filter by:  Min  Max    Search in table:

Showing page 1 of 6   1 of 6

Position	Department	Total Wages	Total Retirement & Health Cost
<a href="#">Fire Battalion Chief (80 HR)</a>	<a href="#">Fire</a>	\$232,452	\$68,106
<a href="#">Fire Captain (80 HR)</a>	<a href="#">Fire</a>	\$223,660	\$56,196
<a href="#">Fire Chief</a>	<a href="#">Fire</a>	\$206,104	\$78,460

Clicking on a **Job Title** in the **Position Field** will provide additional information pertaining to that employees compensation

# Employee Compensation is broken down into 2 categories: Total Wages and Retirement and Health Care Costs<sup>14</sup>

## Position Detail

### Fire Captain (80 HR)

City: [Chula Vista](#)  
 Department: [Fire](#)  
 County: [San Diego County](#)  
 Year: **2016**

**\$223,660** total wages

\$99,063 regular pay	\$103,429 overtime pay	\$0 lump-sum pay	\$21,168 other pay
\$81,499 – \$99,063 regular pay range for classification			

**\$56,196** total retirement & health cost

\$41,760 defined benefit plan contribution	\$0 employee's ret. cost covered	\$0 deferred compensation	\$14,436 health/dental/vision contribution
3% @ 50 applicable defined benefit pension formula			

Click a term for a definition

**Total Wages**  
 Total wages reported by the employer on a W-2. Amounts listed may include regular pay, overtime, cash payments for vacation and sick leave, and bonus payments. Position listings on this site do not distinguish between full-time and part-time employees.

**Regular Pay**-The dollar amount paid to the employee for working regular hours.

**Other Pay**  
 The dollar amount paid to the employee for any other pay not reported as regular pay, overtime pay, or lump-sum pay (such as car allowances, meeting stipends, incentive pay, bonus pay, etc.).

**Overtime Pay**  
 The dollar amount paid to the employee for working more than normal hours.

For more information go to <http://www.chulavistaca.gov/departments/human-resources>

Last Updated: 6/27/2017

## Positions in this Department

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Position	Department	Total Wages	Total Retirement & Health Cost
<a href="#">Fire Battalion Chief (80 HR)</a>	<a href="#">Fire</a>	\$232,452	\$68,106
<a href="#">Fire Captain (80 HR)</a>	<a href="#">Fire</a>	\$223,660	\$56,196

# Employee Compensation is broken down into 2 categories: Total Wages and Retirement and Health Care Costs (cont.)<sup>14</sup>

## Position Detail

### Fire Captain (80 HR)

City: [Chula Vista](#)  
 Department: [Fire](#)  
 County: [San Diego County](#)  
 Year: **2016**

**\$223,660** total wages

\$99,063 regular pay	\$103,429 overtime pay	\$0 lump-sum pay	\$21,168 other pay
\$81,499 – \$99,063 regular pay range for classification			

**Health/Dental/Vision Contribution**  
 The dollar amount paid by the employer toward the employee's health, dental, and/or vision care plans

**Total Retirement and Health Cost**  
 Amount paid by the employer toward the employer sponsored retirement plan plus health, dental, and/or vision benefits for the employee and dependents. This amount sometimes includes payments toward the **unfunded liability** of the employer sponsored retirement plan.

**\$56,196** total retirement & health cost

\$41,760 defined benefit plan contribution	\$0 employee's ret. cost covered	\$0 deferred compensation	\$14,436 health/dental/vision contribution
3% @ 50 applicable defined benefit pension formula			

**Applicable Defined Benefit Pension Formula**  
 The pension formula that determines the monthly retirement payment for employees under a defined benefit plan.

Click a term for a definition

Last Updated: 6/27/2017

## Positions in this Department

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Position	Department	Total Wages	Total Retirement & Health Cost
<a href="#">Fire Battalion Chief (80 HR)</a>	<a href="#">Fire</a>	\$232,452	\$68,106
<a href="#">Fire Captain (80 HR)</a>	<a href="#">Fire</a>	\$223,660	\$56,196

**Defined Benefit Plan Contribution**

A portion of the total contribution paid by the employer towards the defined benefit plan for the year, which sometimes includes payment toward the unfunded liability. The defined benefit plan contribution is paid directly to the employer sponsored retirement plan and is not employee compensation for the calendar year. The amount of retirement benefits paid to an employee upon retirement are determined using a formula, based in part on an employee's age at retirement, final average salary, and length of service.

# Fire Department compensation for 2016 according to GCC<sup>13</sup>

GOVERNMENT COMPENSATION IN CALIFORNIA

Betty T. Yee  
California State Controller

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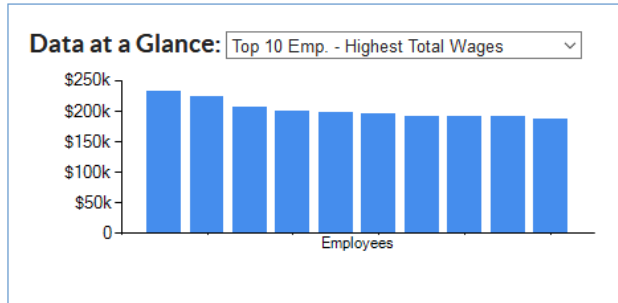
[GCC Home](#) » [Explore](#) » [Cities](#) » [Chula Vista](#) » Fire

Fire (Chula Vista) 2016

Select another department to view details:

Fire Department has **138 employees** who are paid an average **\$122,810 per year**. They are the highest paid department in the entire City of Chula Vista

<b>138</b>	employees
<b>\$122,810</b>	average wages in this department
<b>\$46,259</b>	avg. retirement & health cost in this department
<b>\$16,947,769</b>	total wages paid by this department
<b>\$6,383,726</b>	total retirement & health cost paid by this department



The total retirement and health cost sometimes includes payments made by this employer toward the [unfunded liability](#) of the employer sponsored retirement plan. To view financial and statistical information for public employee retirement systems, please visit the [State Controller's Government Financial Reports website](#).

For more information go to <http://www.chulavistaca.gov/departments/human-resources>

Last Updated: 6/27/2017

**The median household income in Chula Vista, according to the U.S. Census, in 2015 was \$65,185. That means the average Fire Department employee makes almost *twice* as much as the average income of all household wage earners combined.**

# Detailed Employee Compensation for Fire Department in 2016<sup>8</sup>

Position	Dept	Total Wages	Regular Pay	% of Total Wages	Overtime Pay	% of Total Wages	Other Pay	Lump Sum	% of Total Wages from Overtime and Other Pay	Total Retirement & Health Cost
<a href="#">Fire Battalion Chief (80 HR)</a>	<a href="#">Fire</a>	\$232,452	\$119,294	52%	\$84,276	36%	\$28,882	-	48%	\$68,106
<a href="#">Fire Captain (80 HR)</a>	<a href="#">Fire</a>	\$223,660	\$99,063	45%	\$103,429	46%	\$21,168	-	55%	\$56,196
<a href="#">Fire Chief</a>	<a href="#">Fire</a>	\$206,104	\$189,317	92%	-	0%	\$16,787	-	8%	\$78,460
<a href="#">Fire Battalion Chief (112 HR)</a>	<a href="#">Fire</a>	\$200,521	\$121,771	61%	\$66,104	33%	\$12,346	-	39%	\$67,898
<a href="#">Fire Battalion Chief (112 HR)</a>	<a href="#">Fire</a>	\$198,070	\$113,023	57%	\$72,707	37%	\$4,867	-	43%	\$65,588
<a href="#">Fire Battalion Chief (112 HR)</a>	<a href="#">Fire</a>	\$195,081	\$123,409	63%	\$59,196	30%	\$12,443	-	37%	\$62,772
<a href="#">Fire Captain (112 HR)</a>	<a href="#">Fire</a>	\$191,904	\$99,063	52%	\$78,182	41%	\$14,659	-	48%	\$61,047
<a href="#">Fire Captain (112 HR)</a>	<a href="#">Fire</a>	\$191,689	\$99,063	52%	\$77,277	40.2%	\$13,648	\$1701	48%	\$51,182
<a href="#">Fire Battalion Chief (112 HR)</a>	<a href="#">Fire</a>	\$190,018	\$123,409	65%	\$53,801	28.3%	\$11,243	\$1565	35%	\$62,755
<a href="#">Fire Captain (112 HR)</a>	<a href="#">Fire</a>	\$187,155	\$99,063	53%	\$77,217	41.2%	\$10,875	-	47%	\$53,513
<a href="#">Fire Captain (112 HR)</a>	<a href="#">Fire</a>	\$185,246	\$92,976	50%	\$81,813	44.2%	\$10,457	-	50%	\$51,289
<a href="#">Deputy Fire Chief</a>	<a href="#">Fire</a>	\$179,015	\$157,768	88%	\$9,556	5.3%	\$11,691	-	12%	\$66,273
<a href="#">Fire Captain (112 HR)</a>	<a href="#">Fire</a>	\$177,082	\$99,063	56%	\$65,320	36.9%	\$12,669	-	44%	\$58,556
<a href="#">Fire Eng (112 HR)</a>	<a href="#">Fire</a>	\$176,761	\$84,463	48%	\$81,870	46.3%	\$10,354	\$74	52%	\$53,115
<a href="#">Fire Captain (112 HR)</a>	<a href="#">Fire</a>	\$176,741	\$99,063	56%	\$65,320	37%	\$12,699	-	44%	\$58,614
<a href="#">Firefighter/Paramedic (112 HR)</a>	<a href="#">Fire</a>	\$173,800	\$82,552	47%	\$82,513	47%	\$8,735	-	53%	\$44,008
<a href="#">Fire Battalion Chief (112 HR)</a>	<a href="#">Fire</a>	\$173,081	\$112,806	65.2%	\$38,968	22.5%	\$17,674	\$3623	34.8%	\$66,304
<a href="#">Fire Captain (112 HR)</a>	<a href="#">Fire</a>	\$169,555	\$99,063	59%	\$60,717	35.8%	\$9,775	-	41%	\$53,479

# Detailed Employee Compensation for Fire Department in 2016<sup>8</sup>

Position	Dept	Total Wages	Regular Pay	% of Total Wages	Overtime Pay	% of Total Wages	Other Pay	Lump Sum	% of Total Wages from Overtime and Other Pay	Total Retirement & Health Cost
<a href="#">Fire Captain (112 HR)</a>	Fire	\$165,136	\$99,063	60%	\$56,263	34%	\$9,775	\$35	40%	\$58,373
<a href="#">Fire Captain (112 HR)</a>	Fire	\$165,032	\$99,063	60%	\$54,188	32%	\$10,525	\$1256	40%	\$58,506
<a href="#">Fire Eng (112 HR)</a>	Fire	\$164,929	\$84,463	51%	\$70,787	42.9%	\$8,965	\$714	49%	\$50,270
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$163,689	\$82,552	51%	\$73,902	45.1%	\$7,235	-	49%	\$48,607
<a href="#">Fire Captain (112 HR)</a>	Fire	\$161,830	\$99,063	61%	\$46,312	28%	\$13,890	\$2565	39%	\$47,296
<a href="#">Fire Captain (112 HR)</a>	Fire	\$161,780	\$99,063	61%	\$50,069	30.9%	\$12,648	-	39%	\$50,499
<a href="#">Fire Captain (80 HR)</a>	Fire	\$159,642	\$98,164	62%	\$38,860	24.3%	\$22,618	-	38%	\$63,342
<a href="#">Fire Division Chief</a>	Fire	\$158,493	\$141,256	88%	-	0%	\$17,237	-	12%	\$53,128
<a href="#">Fire Captain (112 HR)</a>	Fire	\$158,490	\$99,063	63%	\$47,166	28.7%	\$10,638	\$1623	37%	\$58,578
<a href="#">Firefighter (112 HR)</a>	Fire	\$157,808	\$71,784	46%	\$76,660	48.5%	\$8,940	\$424	54%	\$48,272
<a href="#">Fire Captain (112 HR)</a>	Fire	\$155,447	\$99,063	64%	\$46,574	29.9%	\$9,775	\$35	36%	\$58,526
<a href="#">Fire Captain (112 HR)</a>	Fire	\$155,445	\$98,254	63%	\$46,437	29.9%	\$10,675	\$79	37%	\$60,275
<a href="#">Fire Captain (112 HR)</a>	Fire	\$154,468	\$99,063	64%	\$42,562	27.5%	\$12,843	-	36%	\$53,555
<a href="#">Fire Captain (112 HR)</a>	Fire	\$153,972	\$94,174	61%	\$47,145	30.3%	\$11,886	\$773	39%	\$57,524
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$152,384	\$82,552	54%	\$58,797	38.6%	\$11,035	-	46%	\$49,443
<a href="#">Fire Captain (112 HR)</a>	Fire	\$152,304	\$98,254	65%	\$44,249	29%	\$9,775	\$26	35%	\$58,520
<a href="#">Fire Captain (112 HR)</a>	Fire	\$149,692	\$99,063	67%	\$38,358	25.6%	\$12,175	\$96	33%	\$60,996
<a href="#">Fire Eng (112 HR)</a>	Fire	\$149,499	\$84,463	57%	\$56,142	37.5%	\$8,894	-	43%	\$52,952
<a href="#">Fire Captain (112 HR)</a>	Fire	\$148,730	\$99,063	67%	\$39,892	26.8%	\$9,775	-	33%	\$53,499
<a href="#">Fire Captain (112 HR)</a>	Fire	\$148,311	\$99,063	67%	\$36,410	24.5%	\$12,602	\$236	33%	\$59,485

# Detailed Employee Compensation for Fire Department in 2016<sup>8</sup>

Positio	Dept	Total Wages	Regular Pay	% of Total Wages	Overtime Pay	% of Total Wages	Other Pay	Lump Sum	% of Total Wages from Overtime and Other Pay	Total Retirement & Health Cost
<a href="#">Fire Captain (112 HR)</a>	Fire	\$144,725	\$99,063	69%	\$35,537	24.5%	\$10,125	-	31%	\$60,210
<a href="#">Fire Eng (112 HR)</a>	Fire	\$144,236	\$84,463	58.6%	\$50,030	34.7%	\$9,141	\$602	41.4%	\$48,012
<a href="#">Fire Eng (112 HR)</a>	Fire	\$143,915	\$84,463	58%	\$51,062	35.4%	\$8,390	-	42%	\$47,367
<a href="#">Fire Eng (112 HR)</a>	Fire	\$143,714	\$84,463	59%	\$45,239	31.4%	\$13,957	\$55	41%	\$56,572
<a href="#">Fire Captain (112 HR)</a>	Fire	\$143,309	\$99,063	69%	\$34,471	24%	\$9,775	-	31%	\$60,316
<a href="#">Fire Eng (112 HR)</a>	Fire	\$142,409	\$84,465	59%	\$46,176	32.4%	\$11,770	-	41%	\$55,456
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$138,508	\$82,552	60%	\$48,971	35.3%	\$6,964	\$21	40%	\$38,006
<a href="#">Fire Captain (112 HR)</a>	Fire	\$138,323	\$99,063	71%	\$29,444	21.3%	\$9,816	-	29%	\$58,078
<a href="#">Fire Captain (112 HR)</a>	Fire	\$138,243	\$90,726	65%	\$38,245	27.7%	\$9,272	-	35%	\$50,338
<a href="#">Fire Eng (112 HR)</a>	Fire	\$136,850	\$84,463	61%	\$39,593	28.9%	\$12,794	-	39%	\$52,919
<a href="#">Fire Eng (112 HR)</a>	Fire	\$135,845	\$84,463	62.2%	\$41,047	30.2%	\$9,956	\$379	37.8%	\$54,965
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$135,072	\$82,552	61%	\$44,541	33%	\$7,485	\$494	39%	\$51,760
<a href="#">Fire Eng (112 HR)</a>	Fire	\$133,398	\$86,295	64.7%	\$35,150	26.3%	\$11,435	\$518	35.3%	\$47,375
<a href="#">Fire Captain (112 HR)</a>	Fire	\$133,587	\$92,804	70%	\$30,328	22.7%	\$10,297	\$158	30%	\$56,088
<a href="#">Fire Eng (112 HR)</a>	Fire	\$133,495	\$84,463	63%	\$33,781	25.3%	\$15,038	\$213	37%	\$41,167
<a href="#">Fire Eng (112 HR)</a>	Fire	\$132,547	\$84,463	63%	\$39,160	29.5%	\$8,894	\$30	37%	\$54,584
<a href="#">Fire Eng (112 HR)</a>	Fire	\$132,396	\$84,303	64%	\$39,872	30.1%	\$8,887	\$134	36%	\$48,686
<a href="#">Fire Eng (112 HR)</a>	Fire	\$132,072	\$84,643	64%	\$35,630	26.9%	\$4,979	-	36%	\$53,821
<a href="#">Fire Captain (112 HR)</a>	Fire	\$131,476	\$99,063	75%	\$19,898	15.1%	\$12,175	\$340	25%	\$59,549
<a href="#">Fire Eng (112 HR)</a>	Fire	\$131,435	\$83,759	64%	\$41,247	31.3%	\$6,429	-	36%	\$51,889



# Detailed Employee Compensation for Fire Department in 2016<sup>8</sup>

Position	Dept.	Total Wages	Regular Pay	% of Total Wages	Overtime Pay	% of Total Wages	Other Pay	Lump Sum	% of Total Wages from Overtime and Other Pay	Total Retirement & Health Cost
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$131,269	\$77,400	59%	\$44,464	32.4%	\$8,545	\$860	41%	\$52,688
<a href="#">Fire Captain (112 HR)</a>	Fire	\$130,745	\$89,031	68%	\$32,201	24.4%	\$9,204	\$309	32%	\$54,749
<a href="#">Fire Eng (80 HR)</a>	Fire	\$130,172	\$84,463	64%	\$20,755	15.9%	\$24,954	-	36%	\$53,509
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$129,473	\$82,552	64%	\$37,244	28.8%	\$7,485	\$2,192	36%	\$46,264
<a href="#">Fire Eng (112 HR)</a>	Fire	\$129,299	\$84,463	65%	\$30,038	23.2%	\$9,206	\$5,592	35%	\$47,925
<a href="#">Fire Eng (112 HR)</a>	Fire	\$128,959	\$84,463	65%	\$33,854	26.2%	\$10,626	\$16	35%	\$48,566
<a href="#">Fire Eng (112 HR)</a>	Fire	\$127,740	\$83,759	66%	\$28,255	22.1%	\$15,726	-	34%	\$53,995
<a href="#">Fire Eng (112 HR)</a>	Fire	\$127,253	\$84,463	66.4%	\$29,269	23%	\$13,496	\$25	33.6%	\$46,600
<a href="#">Fire Eng (112 HR)</a>	Fire	\$126,297	\$84,172	66.6%	\$27,475	21.8%	\$13,516	\$1,134	33.4%	\$51,597
<a href="#">Firefighter (112 HR)</a>	Fire	\$125,903	\$71,784	57%	\$44,935	35.3%	\$8,729	\$455	43%	\$43,332
<a href="#">Fire Eng (112 HR)</a>	Fire	\$125,277	\$81,244	64.8%	\$32,093	25.6%	\$9,582	\$2,358	35.2%	\$54,299
<a href="#">Fire Eng (112 HR)</a>	Fire	\$124,457	\$84,463	67.9%	\$31,654	25.4%	\$8,340	-	32.1%	\$52,823
<a href="#">Fire Captain (112 HR)</a>	Fire	\$124,199	\$99,063	79.7%	\$15,047	12.1%	\$9,775	\$314	20.3%	\$55,838
<a href="#">Firefighter (112 HR)</a>	Fire	\$122,984	\$71,784	58.4%	\$38,280	31.1%	\$11,700	\$1,220	41.6%	\$44,113
<a href="#">Sr Fire Insp/Invest</a>	Fire	\$122,285	\$91,275	74.6%	\$21,487	17.6%	\$9,523	-	25.4%	\$47,598
<a href="#">Fire Captain (112 HR)</a>	Fire	\$122,039	\$88,081	72.2%	\$24,380	20%	\$9,293	\$285	27.8%	\$55,563
<a href="#">Fire Eng (112 HR)</a>	Fire	\$119,925	\$84,463	70.4%	\$22,435	18.7%	\$11,294	\$1,733	29.6%	\$53,809
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$119,594	\$76,187	63.7%	\$36,206	30.3%	\$7,281	-	36.3%	\$48,519
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$119,031	\$74,198	62.3%	\$36,376	30.6%	\$3,753	\$4,704	37.7%	\$34,157
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$117,983	\$76,187	64.6%	\$34,247	29%	\$7,201	\$348	35.4%	\$46,905

# Detailed Employee Compensation for Fire Department in 2016<sup>8</sup>

Position	Dept.	Total Wages	Regular Pay	% of Total Wages	Overtime Pay	% of Total Wages	Other Pay	Lump Sum	% of Total Wages from Overtime and Other Pay	Total Retirement & Health Cost
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$117,550	\$81,611	69.4%	\$28,889	24.5%	\$6,735	\$31	30.6%	\$51,336
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$117,210	\$82,552	70.4%	\$26,899	22.9%	\$5,839	\$1,920	29.6%	\$47,028
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$116,756	\$74,334	63.6%	\$31,959	27.4%	\$6,668	\$3,795	36.4%	\$40,761
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$116,638	\$82,552	70.8%	\$26,601	22.8%	\$7,485	-	29.2%	\$43,432
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$116,332	\$82,552	71%	\$27,495	23.6%	\$6,285	-	29%	\$50,261
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$116,149	\$77,628	66.8%	\$29,777	25.6%	\$8,228	\$516	33.2%	\$50,245
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$116,140	\$74,334	64%	\$34,688	30%	\$7,118	-	36%	\$36,281
<a href="#">Fire Eng (112 HR)</a>	Fire	\$116,097	\$84,463	73%	\$22,487	19.2%	\$8,790	\$357	27%	\$48,665
<a href="#">Fire Eng (112 HR)</a>	Fire	\$115,492	\$84,463	73%	\$21,421	18.5%	\$8,894	\$714	27%	\$47,932
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$115,304	\$82,552	71.6%	\$23,254	20.1%	\$9,369	\$129	28.4%	\$38,629
<a href="#">Fire Eng (112 HR)</a>	Fire	\$115,128	\$78,397	68%	\$28,196	24.5%	\$8,528	\$7	32%	\$50,793
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$114,185	\$74,334	65%	\$36,333	32%	\$3,518	-	35%	\$32,978
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$112,818	\$82,552	73%	\$22,781	20.2%	\$7,485	-	27%	\$48,993
<a href="#">Fire Eng (112 HR)</a>	Fire	\$112,189	\$79,273	70.6%	\$20,119	17.9%	\$8,581	\$4,216	39.4%	\$51,007
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$111,805	\$82,552	73.8%	\$20,594	18.4%	\$7,885	\$774	26.4%	\$43,837
<a href="#">Firefighter (112 HR)</a>	Fire	\$111,758	\$71,784	64.2%	\$30,329	27.1%	\$9,329	\$316	35.8%	\$44,402
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$111,587	\$82,552	74%	\$18,858	16.9%	\$10,177	-	26%	\$52,471
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$110,966	\$82,552	74.4%	\$19,955	18%	\$7,485	\$974	25.6%	\$49,101
<a href="#">Fire Captain (112 HR)</a>	Fire	\$110,643	\$63,514	57.4%	\$37,354	33.8%	\$9,775	-	42.6%	\$50,608
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$110,218	\$82,552	74.9%	\$22,406	20.3%	\$3,885	\$1,375	25.1%	\$34,139

# Detailed Employee Compensation for Fire Department in 2016<sup>8</sup>

Position	Dept.	Total Wages	Regular Pay	% of Total Wages	Overtime Pay	% of Total Wages	Other Pay	Lump Sum	% of Total Wages from Overtime and Other Pay	Total Retirement & Health Cost
<a href="#">Firefighter (112 HR)</a>	<a href="#">Fire</a>	\$108,283	\$71,784	66.3%	\$28,370	26.2%	\$8,129	-	33.7%	\$48,091
<a href="#">Fire Eng (112 HR)</a>	<a href="#">Fire</a>	\$104,290	\$83,759	80.3%	\$9,001	8.6%	\$8,862	\$2,668	19.7%	\$40,638
<a href="#">Firefighter/Paramedic (112 HR)</a>	<a href="#">Fire</a>	\$104,035	\$74,334	71.5%	\$23,376	22.5%	\$3,518	\$2,807	28.5%	\$32,978
<a href="#">Firefighter (112 HR)</a>	<a href="#">Fire</a>	\$103,649	\$71,784	69.3%	\$24,428	23.6%	\$7,437	-	30.7%	\$47,901
<a href="#">Principal Management Analyst</a>	<a href="#">Fire</a>	\$103,218	\$95,456	92.5%	-	0%	\$7,762	-	7.5%	\$32,609
<a href="#">Fire Eng (112 HR)</a>	<a href="#">Fire</a>	\$100,320	\$84,463	84.2%	\$6,963	6.9%	\$8,894	-	15.8%	\$47,912
<a href="#">Firefighter/Paramedic (112 HR)</a>	<a href="#">Fire</a>	\$100,159	\$74,334	74.2%	\$19,875	19.8%	\$5,950	-	25.8%	\$33,772
<a href="#">Fire Eng (112 HR)</a>	<a href="#">Fire</a>	\$98,823	\$84,463	85.5%	\$4,358	4.4%	\$8,894	\$1,108	14.5%	\$54,606
<a href="#">Fire Eng (112 HR)</a>	<a href="#">Fire</a>	\$98,265	\$84,463	86%	\$3,176	3.2%	\$10,626	-	14%	\$48,636
<a href="#">Firefighter/Paramedic (112 HR)</a>	<a href="#">Fire</a>	\$98,056	\$82,552	84.2%	\$8,019	8.2%	\$7,485	-	15.8%	\$38,059
<a href="#">Sr Fire Insp/Invest</a>	<a href="#">Fire</a>	\$97,997	\$75,618	77.2%	\$15,791	16.1%	\$6,291	\$297	22.8%	\$41,209
<a href="#">Fire Eng (112 HR)</a>	<a href="#">Fire</a>	\$95,813	\$84,463	88.2%	\$5,097	5.3%	\$5,294	\$959	11.8%	\$46,643
<a href="#">Fire Insp/Invest II</a>	<a href="#">Fire</a>	\$92,846	\$78,576	84.6%	\$7,798	8.4%	\$6,128	\$344	15.4%	\$41,942
<a href="#">Fire Insp/Invest II</a>	<a href="#">Fire</a>	\$92,635	\$78,576	84.8%	\$559	.6%	\$12,950	\$550	15.2%	\$43,712
<a href="#">Fire Insp/Invest II</a>	<a href="#">Fire</a>	\$92,164	\$78,576	85.3%	\$4,238	4.6%	\$9,350	-	14.7%	\$43,200
<a href="#">Public Safety Analyst</a>	<a href="#">Fire</a>	\$90,464	\$76,149	84.2%	\$4,819	5.3%	\$9,496	-	15.8%	\$29,245
<a href="#">Fire Insp/Invest II</a>	<a href="#">Fire</a>	\$89,916	\$78,290	87.1%	\$421	.4%	\$10,950	\$255	12.9%	\$41,894
<a href="#">Firefighter (112 HR)</a>	<a href="#">Fire</a>	\$86,179	\$50,457	58.5%	\$26,836	31.1%	\$8,677	\$209	41.5%	\$48,194
<a href="#">Firefighter (112 HR)</a>	<a href="#">Fire</a>	\$85,694	\$71,784	83.8%	\$5,061	6%	\$8,160	\$689	16.2%	\$43,300
<a href="#">Firefighter/Paramedic (112 HR)</a>	<a href="#">Fire</a>	\$85,075	\$72,478	85.2%	\$5,048	6%	\$7,485	\$64	14.8%	\$32,299

# Detailed Employee Compensation for Fire Department in 2016<sup>8</sup>

Position	Dept.	Total Wages	Regular Pay	% of Total Wages	Overtime Pay	% of Total Wages	Other Pay	Lump Sum	% of Total Wages from Overtime and Other Pay	Total Retirement & Health Cost
<a href="#">Fire Insp/Invest I</a>	Fire	\$79,763	\$63,380	79.5%	\$9,210	11.5%	\$7,173	-	20.5%	\$39,781
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$72,123	\$45,150	62.6%	\$24,077	33.4%	\$2,896	-	37.4%	\$28,840
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$69,707	\$51,655	74.1%	\$15,900	22.8%	\$2,152	-	25.9%	\$23,422
<a href="#">Sr Administrative Secretary</a>	Fire	\$69,280	\$67,728	97.6%	\$352	.5%	\$1,200	-	2.4%	\$34,451
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$66,502	\$49,195	74%	\$15,490	23.3%	\$1,817	-	26%	\$26,726
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$66,046	\$51,655	78.2%	\$12,489	18.9%	\$1,902	-	21.8%	\$31,013
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$62,869	\$45,150	71.8%	\$15,481	24.6%	\$2,238	-	28.2%	\$25,516
<a href="#">Firefighter/Paramedic (112 HR)</a>	Fire	\$59,721	\$45,150	75.6%	\$12,887	21.6%	\$1,684	-	24.4%	\$19,436
<a href="#">Training Programs Spec</a>	Fire	\$55,470	\$54,699	98.6%	\$771	1.4%	-	-	1.4%	\$30,058
<a href="#">Fire Eng (112 HR)</a>	Fire	\$54,534	\$42,022	77.1%	\$6,587	12.1%	\$5,925	-	22.9%	\$23,441
<a href="#">Facility &amp; Supply Specialist</a>	Fire	\$53,260	\$52,970	99.5%	\$290	.5%	-	-	.5%	\$29,578
<a href="#">Sr Office Specialist</a>	Fire	\$50,641	\$42,723	84.3%	\$738	1.5%	\$7,180	-	15.7%	\$18,204
<a href="#">Fire Prevention Aide</a>	Fire	\$37,532	\$29,419	78.4	\$194	.5%	\$7,919	-	21.6%	\$14,819
<a href="#">Fire Captain (112 HR)</a>	Fire	\$37,522	\$19,144	51%	\$4,227	11.3%	\$14,151	-	49%	\$50,775
<a href="#">Fire Captain (112 HR)</a>	Fire	\$32,461	\$10,517	32.3%	-	.9%	\$2,680	\$18,978	67.7%	\$7,466
<a href="#">Fire Insp/Invest II Hourly</a>	Fire	\$24,930	\$24,930	100%	-	0%	-	-	0%	\$935
<a href="#">Sr Fisc Office Spec (HRly)</a>	Fire	\$18,982	\$18,982	100%	-	0%	-	-	0%	\$710
<a href="#">Firefighter (112 HR)</a>	Fire	\$8,757	\$7,035	80.3%	\$192	2.2%	\$443	\$1,087	19.7%	\$3,894
<a href="#">Intern, Undergraduate</a>	Fire	\$5,368	\$5,368	100%	-	0%	-	-	0%	\$201
<a href="#">Fire Insp/Invest II</a>	Fire	--	0	0%	0	0%	0	-	0%	\$3,913
<b>Total</b>		<b>\$16,947,769</b>	<b>\$11,207,292</b>	<b>69%*</b>	<b>\$4,404,362</b>	<b>23%*</b>	<b>\$1,346,566</b>	<b>\$84,737</b>	<b>31%*</b>	<b>\$6,383,726</b>

\* Indicates average per employee

# Summary of Fire Department Compensation in 2016<sup>8</sup>

## Notable Findings regarding Fire Department pay:

- **103 out of 138 (74%) employees made total wages of \$100,000.00 or more**
- **The average employee made \$81,212 in Regular Pay.**
  - \$11,207,292 (Total Dept. Regular Wages)/138 total Fire Dept. Employees= **\$81,212**
- **The average employee made \$31,915 in Overtime Pay.**
  - \$4,404,362 (Total Dept. Overtime Pay)/138 total Fire Dept. Employees=**\$31,915**
  - 136 out of 138 (98.5%) employees received Overtime Pay
- **The average employee made \$9,757 in Other/Specialty Pay.**
  - \$1,346,566 (Total Dept. Other/Specialty Pay)/138 total Fire Dept. Employees= **\$9,757**
  - **Income is included in Employee Salary to Calculate Employee Pension**

*This is the compensation paid to a department that in 2016, received an average **1 call every 4 hours per Fire Station**, does not require a college degree, and has been approved for additional staff and 2 new fire stations.*

# Police Department Compensation in 2016 according to GCC<sup>9</sup>

GOVERNMENT COMPENSATION IN CALIFORNIA

Betty T. Yee  
California State Controller



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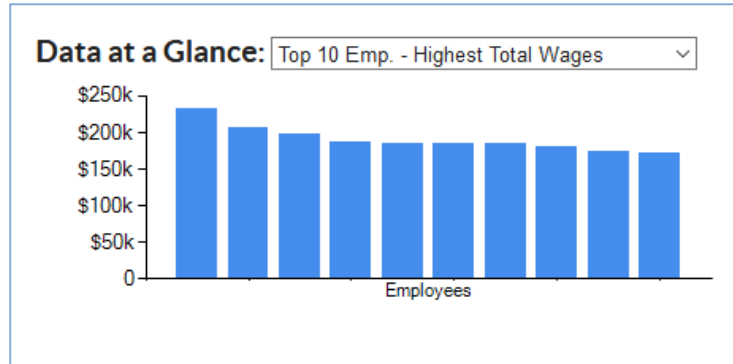
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Police ([Chula Vista](#)) 2016

Select another department to view details:

<b>306</b>	employees
<b>\$90,030</b>	average wages in this department
<b>\$36,926</b>	avg. retirement & health cost in this department
<b>\$27,549,313</b>	total wages paid by this department
<b>\$11,299,241</b>	total retirement & health cost paid by this department



The total retirement and health cost sometimes includes payments made by this employer toward the [unfunded liability](#) of the employer sponsored retirement plan. To view financial and statistical information for public employee retirement systems, please visit the [State Controller's Government Financial Reports website](#).

For more information, visit <http://www.ctd.state.ca.us/departmentstats.htm> Last Updated: 08/2017

# Detailed Employee Compensation for Police Department in 2016<sup>9</sup>

Position	Dept.	Total Wages	Regular Pay	% of Total Wages	Overtime Pay	% of Total Wages	Lump Sum	Other Pay	% of Total Wages from Overtime and Other Pay	Total Retirement & Health Cost
<a href="#">Chief Of Police</a>	<a href="#">Police</a>	\$232,695	\$209,825	90.2%	-	-	-	\$22,870	9.8%	\$69,597
<a href="#">Police Lieutenant</a>	<a href="#">Police</a>	\$206,201	\$125,407	60.8 %	\$67,419	32.2%	-	\$13,375	39.2%	\$68,855
<a href="#">Police Sergeant</a>	<a href="#">Police</a>	\$197,613	\$109,723	56%	\$73,318	37.1%	-	\$14,572	44%	\$58,608
<a href="#">Police Lieutenant</a>	<a href="#">Police</a>	\$186,792	\$131,677	70.5%	\$40,815	21.8%	-	\$14,300	29.5%	\$72,246
<a href="#">Police Lieutenant</a>	<a href="#">Police</a>	\$185,571	\$119,435	64.4%	\$52,253	28.2%	-	\$13,883	35.6%	\$62,684
<a href="#">Police Captain</a>	<a href="#">Police</a>	\$183,947	\$168,895	91.8%	-	-	-	\$15,052	8.2%	\$70,896
<a href="#">Police Captain</a>	<a href="#">Police</a>	\$183,578	\$168,895	92%	-	-	-	\$14,683	8%	\$70,922
<a href="#">Police Sergeant</a>	<a href="#">Police</a>	\$180,815	\$102,329	56.6%	\$71,094	39.3%	-	\$7,392	43.4%	\$58,321
<a href="#">Police Lieutenant</a>	<a href="#">Police</a>	\$174,642	\$120,355	68.9%	\$40,062	22.9%	-	\$14,225	31.1%	\$56,166
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$171,622	\$86,623	50.5%	\$76,746	44.7%	-	\$8,253	49.5%	\$49,359
<a href="#">Police Lieutenant</a>	<a href="#">Police</a>	\$167,963	\$115,706	68.9%	\$44,163	26.3%	-	\$8,094	31.1%	\$63,577
<a href="#">Police Lieutenant</a>	<a href="#">Police</a>	\$162,309	\$131,677	81.1%	\$15,446	9.5%	-	\$15,186	18.9%	\$64,608
<a href="#">Police Lieutenant</a>	<a href="#">Police</a>	\$162,130	\$131,677	81.2%	\$18,523	11.4%	-	\$11,930	18.8%	\$69,814
<a href="#">Police Lieutenant</a>	<a href="#">Police</a>	\$160,135	\$131,677	82.2%	\$16,367	10.2%	-	\$12,091	17.8%	\$65,285
<a href="#">Police Sergeant</a>	<a href="#">Police</a>	\$159,769	\$109,723	68.7%	\$44,192	27.7%	-	\$5,854	31.3%	\$56,819
<a href="#">Police Sergeant</a>	<a href="#">Police</a>	\$158,649	\$109,723	69.2%	\$33,729	21.3%	-	\$15,197	30.8%	\$63,076
<a href="#">Police Lieutenant</a>	<a href="#">Police</a>	\$157,528	\$131,677	83.6%	\$14,001	8.9%	-	\$11,850	16.4%	\$65,367
<a href="#">Police Sergeant</a>	<a href="#">Police</a>	\$152,589	\$107,082	70.2%	\$35,195	23.1%	-	\$10,312	29.8%	\$58,436
<a href="#">Police Sergeant</a>	<a href="#">Police</a>	\$152,158	\$109,723	72.1%	\$32,563	21.4%	-	\$9,872	27.9%	\$50,723
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$151,267	\$86,623	57.3%	\$57,031	37.7%	-	\$7,613	42.7%	\$48,717
<a href="#">Police Sergeant</a>	<a href="#">Police</a>	\$150,278	\$109,723	73%	\$27,163	18.1%	-	\$13,392	27%	\$60,335
<a href="#">Police Lieutenant</a>	<a href="#">Police</a>	\$148,809	\$131,677	88.5%	\$6,681	4.5%	-	\$8,451	11.5%	\$69,168

# Detailed Employee Compensation for Police Department in 2016<sup>9</sup>

Position	Dept.	Total Wages	Regular Pay	% of Total Wages	Overtime Pay	% of Total Wages	Lump Sum	Other Pay	% of Total Wages from Overtime and Other Pay	Total Retirement & Health Cost
<a href="#">Police Captain</a>	<a href="#">Police</a>	\$147,648	\$132,728	89.9%	-	-	-	\$14,920	10.1%	\$59,966
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$146,567	\$95,386	65.1%	\$44,416	30.3%	-	\$6,765	34.9%	\$51,111
<a href="#">Police Admin Svcs Administrator</a>	<a href="#">Police</a>	\$146,357	\$131,355	89.7%	-	-	-	\$15,002	10.3%	\$49,551
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$146,273	\$95,386	65.2%	\$36,364	24.9%	-	\$14,523	34.8%	\$56,286
<a href="#">Police Sergeant</a>	<a href="#">Police</a>	\$145,888	\$109,723	75.2%	\$23,456	16.1%	-	\$12,709	24.8%	\$63,452
<a href="#">Police Sergeant</a>	<a href="#">Police</a>	\$145,199	\$109,723	75.6%	\$26,104	18%	-	\$9,372	24.4%	\$63,281
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$144,918	\$95,386	65.8	\$39,427	27.2%	-	\$10,105	34.2%	\$52,485
<a href="#">Police Sergeant</a>	<a href="#">Police</a>	\$143,640	\$109,722	76.4%	\$22,466	15.6%	-	\$11,452	23.6%	\$58,889
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$143,117	\$95,386	66.6%	\$33,608	23.5%	-	\$14,123	34.4%	\$49,072
<a href="#">Police Sergeant</a>	<a href="#">Police</a>	\$143,115	\$109,722	76.7%	\$22,256	15.6%	-	\$11,136	23.3%	\$57,114
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$142,796	\$95,386	66.8%	\$38,191	26.7%	-	\$9,219	33.2%	\$51,718
<a href="#">Police Sergeant</a>	<a href="#">Police</a>	\$142,184	\$109,723	77.2%	\$23,189	16.3%	-	\$9,272	22.8%	\$63,261
<a href="#">Police Sergeant</a>	<a href="#">Police</a>	\$140,217	\$109,723	78.3%	\$18,252	13%	-	\$12,242	21.7%	\$56,558
<a href="#">Police Sergeant</a>	<a href="#">Police</a>	\$139,380	\$109,723	78.7%	\$19,017	13.6%	-	\$10,640	21.3%	\$61,786
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$138,670	\$95,386	68.8%	\$32,248	23.3%	-	\$11,036	31.2%	\$59,466
<a href="#">Police Sergeant</a>	<a href="#">Police</a>	\$138,352	\$109,723	79.3%	\$18,617	13.5%	-	\$10,012	20.7%	\$60,337
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$138,270	\$86,623	62.6%	\$43,348	31.4%	-	\$8,299	37.4%	\$50,004
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$137,793	\$95,386	69.2%	\$34,805	25.3%	-	\$7,602	30.8%	\$56,166
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$137,058	\$95,386	69.6%	\$28,854	21.1%	-	\$12,818	30.4%	\$47,002
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$137,027	\$95,386	69.2%	\$36,241	26.4%	-	\$5,400	30.8%	\$55,573
<a href="#">Police Sergeant</a>	<a href="#">Police</a>	\$135,222	\$105,302	77.9%	\$22,516	16.6%	-	\$7,404	22.1%	\$61,994
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$134,848	\$95,386	70.7%	\$31,854	23.6%	-	\$7,608	29.3%	\$50,647
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$133,169	\$95,386	71.6%	\$23,804	17.9%	-	\$13,979	28.4%	\$55,255
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$133,109	\$95,386	71.7%	\$28,114	21.1%	-	\$9,609	28.3%	\$45,916
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$130,556	\$86,623	66.3%	\$34,736	26.6%	-	\$9,197	33.7%	\$54,179



# Detailed Employee Compensation for Police Department in 2016<sup>9</sup>

Position	Dept.	Total Wages	Regular Pay	% of Total Wages	Overtime Pay	% of Total Wages	Lump Sum	Other Pay	% of Total Wages from Overtime and Other Pay	Total Retirement & Health Cost
<a href="#">Police Sergeant</a>	<a href="#">Police</a>	\$130,021	\$97,842	79.2%	\$25,057	19.3%	-	\$7,122	24.8%	\$57,536
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$129,038	\$86,623	67.1%	\$34,305	26.6%	-	\$8,110	32.9%	\$46,238
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$128,338	\$86,623	67.5%	\$34,978	27.2%	-	\$6,737	32.5%	\$53,619
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$128,050	\$95,386	74.5%	\$26,350	20.6%	-	\$6,314	25.5%	\$55,465
<a href="#">Police Sergeant</a>	<a href="#">Police</a>	\$127,767	\$97,842	76.6%	\$23,166	18.1%	-	\$6,759	23.4%	\$56,729
<a href="#">Police Sergeant</a>	<a href="#">Police</a>	\$127,756	\$103,492	81%	\$14,924	11.7%	-	\$9,340	19%	\$49,386
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$127,681	\$95,386	74.7%	\$19,725	15.4%	-	\$12,570	25.3%	\$52,574
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$126,120	\$95,386	75.6%	\$24,552	19.5%	-	\$6,182	24.4%	\$43,714
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$124,478	\$95,386	76.6%	\$25,630	20.6%	-	\$3,462	23.4%	\$54,637
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$124,474	\$95,386	76.6%	\$14,752	11.8%	-	\$14,336	23.4%	\$60,316
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$124,025	\$93,664	75.5%	\$19,421	15.7%	-	\$10,940	24.4%	\$44,955
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$123,809	\$95,386	77%	\$20,434	16.5%	-	\$7,989	23%	\$57,270
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$123,146	\$86,623	70.3%	\$29,313	23.8%	-	\$7,210	29.7%	\$51,837
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$122,782	\$95,386	77.7%	\$21,171	17.2%	-	\$6,225	22.3%	\$41,872
<a href="#">Forensics Specialist</a>	<a href="#">Police</a>	\$122,067	\$71,593	58.6%	\$30,888	25.3%	-	\$19,586	41.4%	\$24,710
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$121,329	\$95,386	78.6%	\$17,225	14.2%	-	\$8,718	21.4%	\$55,400
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$121,289	\$82,049	67.6%	\$31,090	25.6%	-	\$8,150	32.4%	\$36,558
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$120,891	\$95,386	78.9%	\$19,205	15.9%	-	\$6,300	21.1%	\$55,363
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$119,182	\$95,386	80%	\$13,541	11.4%	-	\$10,255	20%	\$44,796
<a href="#">Police Sergeant</a>	<a href="#">Police</a>	\$118,316	\$99,947	84.5%	\$7,314	6.2%	-	\$11,055	15.5%	\$59,257
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$117,925	\$88,959	75.4%	\$17,693	15%	-	\$11,273	24.6%	\$56,363
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$116,543	\$95,386	81.8%	\$12,755	10.9%	-	\$8,402	11.2%	\$57,908
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$116,240	\$86,623	74.5%	\$21,468	18.5%	-	\$8,149	25.5%	\$56,641
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$116,138	\$80,995	69.7%	\$27,059	23.3%	-	\$8,084	30.3%	\$49,384
<a href="#">Police Dispatcher Supervisor</a>	<a href="#">Police</a>	\$114,679	\$75,658	66%	\$32,075	28%	-	\$6,946	34%	\$34,944

# Detailed Employee Compensation for Police Department in 2016<sup>9</sup>

Position	Dept.	Total Wages	Regular Pay	% of Total Wages	Overtime Pay	% of Total Wages	Lump Sum	Other Pay	% of Total Wages from Overtime and Other Pay	Total Retirement & Health Cost
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$114,674	\$86,623	75.5%	\$17,215	15%	-	\$10,836	24.5%	\$51,505
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$114,469	\$95,386	83.3%	\$5,939	5.2%	-	\$13,144	16.7%	\$55,340
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$114,334	\$95,386	83.4%	\$10,324	9%	-	\$8,624	16.6%	\$52,408
<a href="#">Police Dispatcher</a>	<a href="#">Police</a>	\$114,158	\$64,526	56.5%	\$36,720	32.2%	-	\$12,912	43.5%	\$27,535
<a href="#">Crime Laboratory Manager</a>	<a href="#">Police</a>	\$113,167	\$111,193	98.2%	-	-	-	\$1,974	17.8%	\$44,298
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$112,407	\$95,386	84.8%	\$5,659	5%	-	\$11,362	15.2%	\$51,945
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$112,224	\$86,623	77.2%	\$13,332	11.9%	-	\$12,269	22.8%	\$54,729
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$111,690	\$95,386	85.4%	\$5,330	4.8%	-	\$10,974	14.6%	\$58,808
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$111,465	\$86,623	77.7%	\$20,904	18.7%	-	\$3,938	22.3%	\$35,828
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$111,231	\$95,386	85.7%	\$8,352	7.5%	-	\$7,493	14.3%	\$52,480
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$111,176	\$86,623	77.9%	\$20,953	18.8%	-	\$3,600	22.1%	\$51,845
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$110,977	\$85,581	77.1%	\$13,866	12.5%	-	\$11,530	22.9%	\$43,893
<a href="#">Police Technology Specialist</a>	<a href="#">Police</a>	\$110,563	\$88,994	80.5%	\$8,003	7.2%	-	\$13,616	19.5%	\$27,093
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$110,490	\$95,386	86.3%	\$7,142	6.5%	-	\$7,962	13.7%	\$51,754
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$110,431	\$95,386	86.4%	\$5,447	4.9%	-	\$9,598	13.6%	\$52,154
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$110,362	\$95,386	86.4%	\$10,408	9.4%	-	\$4,568	13.6%	\$56,093
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$109,992	\$95,386	86.7%	\$8,570	7.8%	-	\$6,036	13.3%	\$51,211
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$109,987	\$91,347	83%	\$11,666	10.6%	-	\$6,974	17%	\$50,658
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$109,943	\$86,623	78.8%	\$14,543	13.2%	-	\$8,777	21.2%	\$45,160
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$109,919	\$95,386	86.8%	\$5,371	4.9%	-	\$9,162	13.2%	\$50,773
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$109,304	\$85,372	78.1%	\$14,946	13.7%	-	\$8,986	21.9%	\$54,310
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$109,274	\$86,623	79.3%	\$13,991	12.8%	-	\$8,660	20.7%	\$41,775
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$108,764	\$86,623	79.6%	\$14,201	13%	-	\$7,940	20.4%	\$50,579
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$108,761	\$95,386	87.7%	\$4,988	4.6%	-	\$8,387	12.3%	\$56,537
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$108,399	\$86,623	79.9%	\$12,610	11.6%	-	\$9,166	20.1%	\$50,099

# Detailed Employee Compensation for Police Department in 2016<sup>9</sup>

Position	Dept.	Total Wages	Regular Pay	% of Total Wages	Overtime Pay	% of Total Wages	Lump Sum	Other Pay	% of Total Wages from Overtime and Other Pay	Total Retirement & Health Cost
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$107,461	\$95,386	88.7%	\$1,601	1.5%	-	\$10,474	11.3%	\$50,069
<a href="#">Police Technology Manager</a>	<a href="#">Police</a>	\$107,379	\$102,372	95.7%	-	-	-	\$5,007	4.3%	\$37,700
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$107,259	\$95,386	88.9%	\$3,225	3%	-	\$8,648	11.1%	\$50,335
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$107,098	\$86,623	80.9%	\$13,975	13%	-	\$6,500	19.1%	\$53,195
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$106,960	\$86,623	80.9%	\$9,466	8.9%	-	\$10,871	19.1%	\$55,205
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$106,813	\$86,623	81.1%	\$11,650	10.9%	-	\$8,540	18.9%	\$52,917
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$105,636	\$95,386	90.3%	\$2,995	2.8%	-	\$7,255	9.7%	\$48,521
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$105,615	\$95,386	90.3%	\$6,454	6.1%	-	\$3,775	9.7%	\$54,944
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$105,432	\$95,386	90.5%	\$3,325	3.1%	-	\$6,811	9.5%	\$55,895
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$104,773	\$80,560	76.9%	\$19,223	18.3%	-	\$4,990	23.1%	\$35,487
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$104,553	\$86,623	82.8%	\$13,380	12.8%	-	\$4,550	17.2%	\$48,829
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$104,490	\$82,049	78.5%	\$13,495	12.9%	-	\$8,946	21.5%	\$45,624
<a href="#">Forensics Specialist</a>	<a href="#">Police</a>	\$104,394	\$72,995	69.9%	\$14,061	13.5%	-	\$17,338	30.1%	\$28,848
<a href="#">Police Dispatcher</a>	<a href="#">Police</a>	\$104,359	\$64,526	61.8%	\$31,851	30.5%	-	\$7,982	38.2%	\$27,174
<a href="#">Police Dispatcher Supervisor</a>	<a href="#">Police</a>	\$103,400	\$75,658	73.2%	\$27,322	26.4%	-	\$420	26.8%	\$37,546
<a href="#">Police Agent</a>	<a href="#">Police</a>	\$103,289	\$95,386	92.3%	\$795	.8%	-	\$7,108	7.7%	\$51,623
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$103,032	\$86,623	84.1%	\$7,429	7.2%	-	\$8,980	15.9%	\$54,548
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$103,028	\$82,558	80.1%	\$8,946	8.7%	-	\$11,524	19.9%	\$55,619
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$102,888	\$86,623	84.1%	\$11,352	11%	-	\$4,913	15.9%	\$53,308
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$102,700	\$86,623	84.3%	\$8,978	8.7%	-	\$7,099	15.7%	\$54,178
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$102,376	\$86,623	84.6%	\$9,963	9.7%	-	\$5,800	15.4%	\$52,753
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$102,169	\$84,722	82.9%	\$9,467	9.3%	-	\$7,980	17.1%	\$38,012
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$101,683	\$86,623	85.2%	\$8,760	8.6%	-	\$6,300	14.8%	\$48,667
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$101,646	\$73,330	72.1%	\$22,685	22.3%	-	\$5,631	27.9%	\$39,266
<a href="#">Police Dispatcher Supervisor</a>	<a href="#">Police</a>	\$101,023	\$72,183	71.4%	\$19,978	19.8%	-	\$8,862	28.6%	\$32,932

# Detailed Employee Compensation for Police Department in 2016<sup>9</sup>

Employee Compensation

Position	Dept.	Total Wages	Regular Pay	% of Total Wages	Overtime Pay	% of Total Wages	Lump Sum	Other Pay	% of Total Wages from Overtime and Other Pay	Total Retirement & Health Cost
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$100,630	\$86,623	86.1%	\$9,507	9.4%	-	\$4,500	13.9%	\$47,517
<a href="#">Police Dispatcher Supervisor</a>	<a href="#">Police</a>	\$100,139	\$74,834	74.7%	\$17,686	17.7%	-	\$7,619	25.3%	\$33,351
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$100,063	\$86,623	86.6%	\$7,620	7.6%	-	\$5,820	13.4%	\$49,128
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$99,960	\$80,839	80.9%	\$11,051	11%	-	\$8,070	19.1%	\$37,620
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$99,728	\$86,623	86.9%	\$4,676	4.7%	-	\$8,429	13.1%	\$47,037
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$99,383	\$86,623	87.3%	\$4,676	4.7%	-	\$8,429	12.7%	\$46,623
<a href="#">Police Dispatcher Supervisor</a>	<a href="#">Police</a>	\$99,166	\$75,658	76.3%	\$22,008	22.2%	-	\$1,500	23.7%	\$37,879
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$98,948	\$82,657	83.5%	\$13,711	13.8%	-	\$2,580	16.5%	\$43,459
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$98,611	\$81,293	82.4%	\$7,018	7.1%	-	\$10,300	17.6%	\$42,788
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$98,547	\$86,623	87.9%	\$2,105	2.1%	-	\$9,819	12.1%	\$51,620
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$98,526	\$86,623	87.9%	\$6,296	6.4%	-	\$5,607	12.1%	\$48,861
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$98,483	\$86,623	87.9%	\$8,660	8.8%	-	\$3,200	12.1%	\$32,417
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$98,483	\$86,623	87.9%	\$2,361	2.4%	-	\$9,499	12.1%	\$49,709
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$98,440	\$86,623	87.9%	\$3,131	3.2%	-	\$8,686	12.1%	\$49,591
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$98,362	\$79,326	80.6%	\$13,086	13.3%	-	\$5,950	19.4%	\$40,801
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$98,059	\$77,868	79.4%	\$13,092	13.6%	-	\$7,999	20.6%	\$56,437
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$97,893	\$80,082	81.8%	\$8,989	9.2%	-	\$8,822	18.2%	\$41,664
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$97,877	\$78,721	80.4%	\$11,165	11.4%	-	\$7,537	19.6%	\$46,169
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$97,423	\$83,292	85.5%	\$3,195	3.3%	-	\$10,560	14.5%	\$35,688
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$97,047	\$83,292	85.8%	\$3,195	3.3%	-	\$10,560	14.2%	\$37,763
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$96,825	\$80,082	82.7%	\$10,713	11.1%	-	\$6,030	17.3%	\$43,913
<a href="#">Police Dispatcher</a>	<a href="#">Police</a>	\$96,696	\$64,526	66.7%	\$26,303	27.2%	-	\$5,867	33.3%	\$29,989
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$96,380	\$80,082	83.1%	\$11,438	11.9%	-	\$4,860	16.9%	\$35,241
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$96,316	\$85,372	88.6%	\$3,405	3.5%	-	\$7,539	11.4%	\$54,733
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$96,230	\$86,623	90%	\$4,807	5%	-	\$4,800	10%	\$48,474

# Detailed Employee Compensation for Police Department in 2016<sup>9</sup>

Position	Dept.	Total Wages	Regular Pay	% of Total Wages	Overtime Pay	% of Total Wages	Lump Sum	Other Pay	% of Total Wages from Overtime and Other Pay	Total Retirement & Health Cost
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$96,087	\$86,623	90.1%	\$2,965	3.1%		\$6,499	9.9%	\$53,173
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$96,026	\$84,086	87.6%	\$6,840	7.1%		\$5,100	12.4%	\$50,158
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$95,758	\$77,421	80.8%	\$14,037	14.6%		\$4,300	19.2%	\$42,732
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$95,712	\$80,082	83.7%	\$12,030	12.6%		\$3,600	16.3%	\$34,469
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$95,680	\$84,086	87.9%	\$9,164	9.6%		\$2,430	12.1%	\$41,199
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$95,479	\$83,288	87.2%	\$7,631	8.0%		\$4,560	12.8%	\$53,729
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$95,038	\$79,326	83.5%	\$6,372	6.7%		\$9,340	16.5%	\$41,812
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$94,805	\$86,623	91.4%	\$1,922	2%		\$6,260	8.6%	\$52,060
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$93,988	\$86,623	92.7%	\$2,852	3%		\$4,513	7.3%	\$44,956
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$93,180	\$75,227	80.7%	\$4,392	4.7%		\$13,561	19.3%	\$48,902
<a href="#">Police Dispatcher</a>	<a href="#">Police</a>	\$93,057	\$64,526	69.3%	\$12,966	13.9%		\$15,565	30.7%	\$21,668
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$92,698	\$78,333	84.5%	\$6,305	6.8%		\$8,060	15.5%	\$44,643
<a href="#">Police Dispatcher Supervisor</a>	<a href="#">Police</a>	\$92,465	\$52,130	56.4%	\$30,718	33.2%	\$3,531	\$6,086	43.6%	\$22,030
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$92,334	\$86,623	93.8%	\$691	.7%		\$5,020	6.2%	\$39,042
<a href="#">Principal Management Analyst</a>	<a href="#">Police</a>	\$92,049	\$91,780	99.7%	-	-		\$269	3%	\$40,560
<a href="#">Police Support Services Mgr</a>	<a href="#">Police</a>	\$91,919	\$86,712	94.3%	-	-	\$5,021	\$186	5.7%	\$39,496
<a href="#">Sr Latent Print Examiner</a>	<a href="#">Police</a>	\$90,980	\$87,610	96.3%	-	-		\$3,370	3.7%	\$40,234
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$90,849	\$78,142	86%	\$8,277	9.1%		\$4,430	14%	\$43,592
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$90,693	\$79,326	87.5%	\$4,507	5%		\$6,860	12.5%	\$34,966
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$90,658	\$86,623	95.5%	\$3,575	4%		\$460	4.5%	\$53,184
<a href="#">Police Dispatcher</a>	<a href="#">Police</a>	\$90,577	\$64,526	71.2%	\$17,859	19.7%		\$8,192	28.8%	\$29,285
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$90,296	\$76,701	84.9%	\$10,285	11.4%		\$3,310	15.1%	\$41,931
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$90,191	\$86,623	96%	\$3,268	3.6%		\$300	4%	\$46,014
<a href="#">Police Dispatcher</a>	<a href="#">Police</a>	\$89,853	\$65,380	72.8%	\$15,843	17.6%		\$8,630	27.2%	\$27,855
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$89,775	\$78,286	87.2%	\$7,909	10.1%		\$3,580	12.8%	\$33,867

<sup>9</sup> Government Compensation in California, <http://publicpay.ca.gov/Reports/Department.aspx?fiscyear=2016&entityid=393&departmentid=6658>, <Accessed 29 Sept. 2017>.

# Detailed Employee Compensation for Police Department in 2016<sup>9</sup>

Position	Dept.	Total Wages	Regular Pay	% of Total Wages	Overtime Pay	% of Total Wages	Lump Sum	Other Pay	% of Total Wages from Overtime and Other Pay	Total Retirement & Health Cost
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$89,694	\$78,286	87.3%	\$3,348	3.7%		\$8,060	12.7%	\$34,950
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$89,663	\$75,861	84.6%	\$7,882	8.8%		\$5,920	15.4%	\$47,484
<a href="#">Police Support Services Mgr</a>	<a href="#">Police</a>	\$89,345	\$86,186	96.5%		0%		\$3,159	3.5%	\$40,902
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$89,334	\$79,326	88.8%	\$4,188	4.7%		\$5,820	11.2%	\$34,533
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$89,131	\$78,142	87.7%	\$3,848	4.3%		\$7,141	12.3%	\$42,854
<a href="#">Sr Public Safety Analyst</a>	<a href="#">Police</a>	\$88,948	\$78,675	88.4%	\$7,350	8.3%		\$2,923	11.6%	\$36,290
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$88,733	\$78,142	88%	\$6,081	6.8%		\$4,510	12%	\$42,818
<a href="#">Police Dispatcher</a>	<a href="#">Police</a>	\$88,390	\$65,789	74.4%	\$14,083	15.9%		\$8,518	25.6%	\$30,532
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$87,084	\$75,861	87.1%	\$4,889	5.6%		\$6,334	12.9%	\$47,549
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$86,861	\$80,082	92.2%	\$1,999	2.3%		\$4,780	7.8%	\$43,339
<a href="#">Police Dispatcher</a>	<a href="#">Police</a>	\$86,340	\$65,789	76.2%	\$11,518	13.3%		\$9,033	23.8%	\$27,084
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$85,424	\$78,142	91.5%	\$4,982	5.8%		\$2,300	8.5%	\$33,398
<a href="#">Police Dispatcher</a>	<a href="#">Police</a>	\$85,234	\$64,436	75.6%	\$11,431	13.4%		\$9,367	24.4%	\$26,052
<a href="#">Police Dispatcher</a>	<a href="#">Police</a>	\$85,008	\$64,175	75.5%	\$10,668	12.3%		\$10,165	24.5%	\$26,058
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$84,970	\$71,003	83.6%	\$7,457	8.8%		\$6,510	16.4%	\$31,700
<a href="#">Latent Print Examiner</a>	<a href="#">Police</a>	\$84,966	\$83,944	98.8%	\$272	.3%		\$750	1.2%	\$39,084
<a href="#">Police Dispatcher</a>	<a href="#">Police</a>	\$84,761	\$60,115	70.9%	\$8,632	10.2%		\$16,014	29.1%	\$18,843
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$84,692	\$76,238	90%	\$5,297	6.2%		\$3,157	10%	\$41,634
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$84,682	\$73,330	86.6%	\$4,434	3.2%		\$6,918	13.4%	\$33,677
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$84,002	\$79,326	94.4%	\$2,246	2.7%		\$2,430	5.6%	\$33,362
<a href="#">Ret Annt - Homeless Outreach</a>	<a href="#">Police</a>	\$83,711	\$67,925	81.1%	\$6,263	7.9%	\$6,639	\$2,884	18.9%	\$41,523
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$83,418	\$75,861	90.9%	\$4,217	5%		\$3,340	8.1%	\$36,705
<a href="#">Sr Public Safety Analyst</a>	<a href="#">Police</a>	\$83,402	\$83,402	100%		0%			0%	\$39,642
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$82,464	\$75,861	92%	\$2,653	3.2%		\$3,950	8%	\$41,486
<a href="#">Police Dispatcher</a>	<a href="#">Police</a>	\$82,126	\$57,687	70.2%	\$9,220	11.2%		\$15,219	29.8%	\$19,427

# Detailed Employee Compensation for Police Department in 2016<sup>9</sup>

Position	Dept.	Total Wages	Regular Pay	% of Total Wages	Overtime Pay	% of Total Wages	Lump Sum	Other Pay	% of Total Wages from Overtime and Other Pay	Total Retirement & Health Cost
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$80,697	\$70,554	87.4%	\$5,060	6.3%	\$418	\$4,665	12.6%	\$28,346
<a href="#">Police Dispatcher</a>	<a href="#">Police</a>	\$80,625	\$60,005	74.4	\$11,984	14.8	-	\$8,636	25.6%	\$24,815
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$78,305	\$70,554	90.1%	\$5,583	7.1%	\$613	\$1,555	9.9%	\$24,163
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$77,889	\$71,347	91.6%	\$4,062	8.2%	-	\$2,480	8.4%	\$48,897
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$77,790	\$70,554	90.7%	\$5,845	7.5%	\$606	\$785	9.3%	\$23,842
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$77,430	\$63,834	82.4%	\$4,537	5.8%	-	\$9,059	17.6%	\$50,994
<a href="#">Police Services Officer</a>	<a href="#">Police</a>	\$77,402	\$57,508	74.3%	\$5,155	6.7%	-	\$14,739	25.7%	\$19,457
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$76,813	\$59,733	77.8%	\$9,703	12.6%	\$1,516	\$5,861	22.2%	\$23,752
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$76,555	\$52,115	68.1%	\$3,220	4.2%	\$17,678	\$3,542	31.9%	\$47,089
<a href="#">Civilian Background Investigator</a>	<a href="#">Police</a>	\$76,223	\$65,753	86.3%	\$4,581	6%	-	\$5,889	13.7%	\$30,622
<a href="#">Police Dispatcher</a>	<a href="#">Police</a>	\$75,494	\$59,593	78.9%	\$9,719	12.9%	-	\$6,182	21.1%	\$28,347
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$75,328	\$58,111	77.1%	\$8,917	11.8%	-	\$8,300	22.9%	\$30,152
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$74,861	\$65,542	87.5%	\$4,920	6.6%	\$1,641	\$2,758	12.5%	\$26,957
<a href="#">Police Svcs Officer Supervisor</a>	<a href="#">Police</a>	\$74,696	\$67,160	89.9%	\$5,294	7.1%	-	\$2,242	10.1%	\$33,827
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$73,587	\$65,542	89.1%	\$5,285	7.2%	\$1,553	\$1,207	10.9%	\$27,073
<a href="#">Police Dispatcher</a>	<a href="#">Police</a>	\$73,564	\$65,152	88.6%	\$4,774	6.5%	-	\$3,638	13.4%	\$35,642
<a href="#">Police Services Officer</a>	<a href="#">Police</a>	\$73,122	\$58,971	80.6%	\$3,948	5.4%	-	\$10,203	19.4%	\$24,263
<a href="#">Police Services Officer</a>	<a href="#">Police</a>	\$72,378	\$58,971	81.5%	\$9,621	13.3%	-	\$3,786	18.5%	\$31,162
<a href="#">Police Dispatcher</a>	<a href="#">Police</a>	\$71,525	\$58,228	81.4%	\$11,321	15.8%	-	\$1,976	18.6%	\$31,618
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$70,091	\$65,542	93.5%	\$1,029	1.5%	\$2,393	\$1,227	6.5%	\$23,181
<a href="#">Police Services Officer</a>	<a href="#">Police</a>	\$68,740	\$57,839	84.1%	\$8,290	12.1%	-	\$2,611	15.9%	\$33,007
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$68,216	\$46,181	67.7%	\$13,846	20.3%	-	\$8,189	32.3%	\$40,028
<a href="#">Police Services Officer</a>	<a href="#">Police</a>	\$68,152	\$57,839	84.9%	\$8,086	11.9%	-	\$2,227	15.1%	\$32,953
<a href="#">Training Programs Spec</a>	<a href="#">Police</a>	\$67,685	\$67,685	100%	-	0%	-	\$10,474	0%	\$20,204
<a href="#">Sr Administrative Secretary</a>	<a href="#">Police</a>	\$67,482	\$67,482	100%	-	0%	-	-	0%	\$34,006

# Detailed Employee Compensation for Police Department in 2016<sup>9</sup>

Position	Dept.	Total Wages	Regular Pay	% of Total Wages	Overtime Pay	% of Total Wages	Lump Sum	Other Pay	% of Total Wages from Overtime and Other Pay	Total Retirement & Health Cost
<a href="#">Police Recruit</a>	<a href="#">Police</a>	\$67,392	\$55,278	82%	\$4,664	7%	-	\$7,450	18%	\$26,149
<a href="#">Police Dispatcher</a>	<a href="#">Police</a>	\$66,352	\$59,095	89%	\$4,320	7%	-	\$2,937	11%	\$33,268
<a href="#">Police Tech Specialist (HRly)</a>	<a href="#">Police</a>	\$65,501	\$65,374	99.8%	\$127	.2%	-		2%	\$2,452
<a href="#">Police Services Officer</a>	<a href="#">Police</a>	\$64,117	\$57,839	90.2%	\$4,783	7.5%	-	\$1,495	9.8%	\$32,397
<a href="#">Sr Fiscal Office Specialist</a>	<a href="#">Police</a>	\$63,292	\$49,659	78.5%	\$633	1%	-	\$13,000	21.5%	\$16,845
<a href="#">Sr Office Specialist</a>	<a href="#">Police</a>	\$61,519	\$47,295	76.9%	-	0%	-	\$14,224	23.1%	\$14,964
<a href="#">Latent Print Examiner</a>	<a href="#">Police</a>	\$61,363	\$53,477	87.1%	\$874	1.6%	-	\$7,012	12.9%	\$21,548
<a href="#">Community Service Officer</a>	<a href="#">Police</a>	\$60,987	\$48,737	79.9%	\$6,964	11.4%	-	\$5,286	20.1%	\$23,679
<a href="#">Community Service Officer</a>	<a href="#">Police</a>	\$60,902	\$48,265	79.2%	\$1,130	1.8%	-	\$11,507	20.8%	\$16,753
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$60,224	\$52,845	87.7%	\$633	1%	\$2,378	\$4,368	12.3%	\$18,880
<a href="#">Facility &amp; Supply Specialist</a>	<a href="#">Police</a>	\$60,214	\$52,970	88%	\$232	.4%	-	\$7,012	12%	\$22,394
<a href="#">Community Service Officer</a>	<a href="#">Police</a>	\$60,026	\$48,265	80.4%	-	0%	-	\$11,761	19.6%	\$17,837
<a href="#">Sr Police Records Specialist</a>	<a href="#">Police</a>	\$59,101	\$50,412	85.3%	\$558	.9%	-	\$8,131	14.7%	\$21,171
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$59,068	\$44,826	75.9%	\$7,276	12.3%	-	\$6,966	24.1%	\$28,583
<a href="#">Sr Prop &amp; Evidence Specialist</a>	<a href="#">Police</a>	\$58,954	\$54,273	92%	\$3,089	5%	-	\$1,592	8%	\$30,201
<a href="#">Parking Enforcement Officer</a>	<a href="#">Police</a>	\$58,423	\$43,455	74.4%	\$6,581	11.3%	-	\$8,387	25.6%	\$19,976
<a href="#">Community Service Officer</a>	<a href="#">Police</a>	\$57,766	\$43,947	76.1%	\$312	.5%	-	\$13,507	23.9%	\$14,886
<a href="#">Community Service Officer</a>	<a href="#">Police</a>	\$56,616	\$47,801	84.4%	\$428	.8%	-	\$8,387	15.6%	\$21,223
<a href="#">Secretary</a>	<a href="#">Police</a>	\$56,489	\$48,220	85.4%	\$2,205	3.9%	-	\$6,064	14.6%	\$21,955
<a href="#">Community Service Officer</a>	<a href="#">Police</a>	\$55,170	\$47,801	86.6%	\$1,406	2.5%	-	\$5,963	13.4%	\$22,156
<a href="#">Community Service Officer</a>	<a href="#">Police</a>	\$54,911	\$47,280	86.1%	\$540	1%	-	\$7,091	13.9%	\$19,819
<a href="#">Community Service Officer</a>	<a href="#">Police</a>	\$54,583	\$47,801	87.6%	\$108	.2%	-	\$6,674	12.4%	\$22,670
<a href="#">Police Records Specialist</a>	<a href="#">Police</a>	\$53,802	\$45,246	84.1%	\$940	1.7%	-	\$7,616	15.9%	\$18,909
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$53,496	\$49,094	91.8%	\$840	1.6%	\$1,537	\$2,025	8.2%	\$18,467
<a href="#">Police Records Specialist</a>	<a href="#">Police</a>	\$52,710	\$43,837	83.2%	\$661	1.2%	-	\$8,212	16.8%	\$19,946



# Detailed Employee Compensation for Police Department in 2016<sup>9</sup>

Position	Dept.	Total Wages	Regular Pay	% of Total Wages	Overtime Pay	% of Total Wages	Lump Sum	Other Pay	% of Total Wages from Overtime and Other Pay	Total Retirement & Health Cost
<a href="#">Sr Office Specialist</a>	<a href="#">Police</a>	\$51,918	\$48,220	92.9%	\$534	1%	-	\$3,164	7.1%	\$26,303
<a href="#">Secretary</a>	<a href="#">Police</a>	\$50,385	\$48,220	95.7%	\$965	1.9%	-	\$1,200	4.3%	\$28,431
<a href="#">Sr Office Specialist</a>	<a href="#">Police</a>	\$50,279	\$47,295	94%	-	-	-	\$2,984	6%	\$26,198
<a href="#">Fiscal Office Specialist</a>	<a href="#">Police</a>	\$49,477	\$42,561	86%	-	-	-	\$6,916	14%	\$18,457
<a href="#">Sr Office Specialist</a>	<a href="#">Police</a>	\$49,438	\$48,220	97.5%	\$18	-	-	\$1,200	12.5%	\$28,431
<a href="#">Police Records Specialist</a>	<a href="#">Police</a>	\$49,234	\$43,837	89%	\$410	.8%	-	\$4,987	11%	\$21,500
<a href="#">Police Records Specialist</a>	<a href="#">Police</a>	\$48,909	\$43,837	89.6%	\$316	.6%	-	\$4,756	10.4%	\$21,832
<a href="#">Secretary</a>	<a href="#">Police</a>	\$47,209	\$47,209	100%	-	-	-	-	0%	\$26,832
<a href="#">Police Records Specialist</a>	<a href="#">Police</a>	\$46,956	\$43,837	93.9%	\$251	.5%	-	\$2,868	6.1%	\$21,738
<a href="#">Automated Fingerprint Tech</a>	<a href="#">Police</a>	\$45,722	\$45,573	99.7%	\$149	.3%	-	-	.3%	\$26,365
<a href="#">Police Records Specialist</a>	<a href="#">Police</a>	\$44,918	\$43,519	96.9%	\$217	.5%	-	\$1,182	.5%	\$24,649
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$44,515	\$41,217	92.6%	\$880	2%	\$1,163	\$1,255	7.4%	\$26,346
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$43,183	\$38,554	89.3%	\$363	.8%	-	\$4,266	10.7%	\$18,230
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$42,782	\$38,280	89.5%	\$939	2%	\$2,337	\$1,226	10.5%	\$14,956
<a href="#">Sr Prop &amp; Evidence Specialist</a>	<a href="#">Police</a>	\$42,574	\$40,596	95.3%	\$375	.9%	-	\$1,603	4.7%	\$22,875
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$40,579	\$38,280	94.3%	\$515	1.3%	\$1,151	\$633	5.7%	\$17,684
<a href="#">Police Records Specialist</a>	<a href="#">Police</a>	\$39,139	\$33,953	86.7%	-	-	\$2,228	\$2,958	13.3%	\$16,646
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$36,338	\$35,673	98.2%	\$515	1.4%	-	\$150	1.8%	\$16,830
<a href="#">Laten Print Examiner HRly</a>	<a href="#">Police</a>	\$35,912	\$35,912	100%	-	-	-	-	0%	\$1,326
<a href="#">Police Dispatcher</a>	<a href="#">Police</a>	\$35,689	\$27,829	78%	\$2,115	6%	\$6,320	(\$575)	22%	\$8,345
<a href="#">Police Dispatcher</a>	<a href="#">Police</a>	\$30,652	\$28,761	93.8%	\$1,493	4.9%	-	\$398	6.2%	\$15,432
<a href="#">Police Records Specialist</a>	<a href="#">Police</a>	\$30,413	\$26,995	88.8%	\$266	.9%	-	\$3,152	11.2%	\$18,213
<a href="#">Police Services Officer</a>	<a href="#">Police</a>	\$30,131	\$24,750	82.1%	\$3,026	10%	-	\$2,355	17.9%	\$8,615
<a href="#">Civilian Plce Invstgtr (HRly)</a>	<a href="#">Police</a>	\$29,905	\$29,905	100%	-	-	-	-	0%	--
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$28,232	\$22,589	80%	\$1,963	7%	-	\$3,680	20%	\$32,360

# Detailed Employee Compensation for Police Department in 2016<sup>9</sup>

Position	Dept.	Total Wages	Regular Pay	% of Total Wages	Overtime Pay	% of Total Wages	Lump Sum	Other Pay	% of Total Wages from Overtime and Other Pay	Total Retirement & Health Cost
<a href="#">Civilian Plice Invstgtr (HRly)</a>	<a href="#">Police</a>	\$26,535	\$26,535	100%	-	-	-	-	0%	--
<a href="#">Peace Officer</a>	<a href="#">Police</a>	\$25,007	\$21,952	87.8%	\$1,201	4.8%	-	\$1,854	12.2%	\$13,714
<a href="#">Police Records Specialist</a>	<a href="#">Police</a>	\$23,843	\$16,823	70.6%	-	-	-	\$7,020	29.4%	\$5,146
<a href="#">Police Records Specialist</a>	<a href="#">Police</a>	\$23,622	\$23,622	100%	-	-	-	-	0%	\$14,409
<a href="#">Civilian Plice Invstgtr (HRly)</a>	<a href="#">Police</a>	\$23,589	\$23,589	100%	-	-	-	-	0%	--
<a href="#">Public Safety Analyst</a>	<a href="#">Police</a>	\$23,013	\$23,013	100%	-	-	-	-	0%	\$11,227
<a href="#">Civilian Plice Invstgtr (HRly)</a>	<a href="#">Police</a>	\$22,931	\$22,931	100%	-	-	-	-	0%	--
<a href="#">Civilian Plice Invstgtr (HRly)</a>	<a href="#">Police</a>	\$22,648	\$22,648	100%	-	-	-	-	0%	--
<a href="#">Civill Bckgrnd Invest (Hourly)</a>	<a href="#">Police</a>	\$22,164	\$22,164	100%	-	-	-	-	0%	--
<a href="#">Police Services Officer</a>	<a href="#">Police</a>	\$21,165	\$15,087	71.3%	\$1,315	6.2%	-	\$4,763	28.7%	\$5,158
<a href="#">Police Recruit</a>	<a href="#">Police</a>	\$19,223	\$16,713	86.9%	-	-	-	\$2,510	13.1%	\$7,059
<a href="#">Police Recruit</a>	<a href="#">Police</a>	\$17,764	\$17,548	98.7%	-	-	-	\$216	1.3%	\$9,669
<a href="#">Police Recruit</a>	<a href="#">Police</a>	\$16,918	\$16,713	98.7%	-	-	-	\$205	1.3%	\$9,417
<a href="#">Police Records Spec (Hourly)</a>	<a href="#">Police</a>	\$16,866	\$16,866	100%	-	-	-	-	0%	\$632
<a href="#">Civilian Plice Invstgtr (HRly)</a>	<a href="#">Police</a>	\$16,567	\$16,567	100%	-	-	-	-	0%	--
<a href="#">Police Dispatcher</a>	<a href="#">Police</a>	\$14,900	\$13,385	89.8%	\$658	4.4%	\$777	\$80	10.2%	\$5,867
<a href="#">Intern, Graduate</a>	<a href="#">Police</a>	\$13,833	\$13,833	100%	-	-	-	-	0%	\$512
<a href="#">Intern, Graduate</a>	<a href="#">Police</a>	\$13,721	\$13,721	100%	-	-	-	-	0%	\$515
<a href="#">Civilian Background Investigator</a>	<a href="#">Police</a>	\$12,237	\$12,125	99.1%	-	-	\$112	-	.9%	\$9,037
<a href="#">Police Records Specialist</a>	<a href="#">Police</a>	\$12,148	\$5,012	41.3%	-	-	\$7,136	-	58.7%	\$3,060
<a href="#">Intern, Undergraduate</a>	<a href="#">Police</a>	\$11,875	\$11,843	99.7%	-	-	-	\$32	.3%	\$445
<a href="#">Police Cadet</a>	<a href="#">Police</a>	\$11,743	\$11,414	97.2%	-	-	-	\$329	2.8%	\$440
<a href="#">Police Cadet</a>	<a href="#">Police</a>	\$11,524	\$11,524	100%	-	-	-	-	0%	\$432
<a href="#">Police Cadet</a>	<a href="#">Police</a>	\$11,122	\$10,821	97.3%	-	-	-	\$301	2.7%	\$417
<a href="#">Police Cadet</a>	<a href="#">Police</a>	\$11,039	\$10,762	97.3%	-	-	-	\$277	2.7%	\$414

# Detailed Employee Compensation for Police Department in 2016<sup>9</sup>

Position	Dept.	Total Wages	Regular Pay	% of Total Wages	Overtime Pay	% of Total Wages	Lump Sum	Other Pay	% of Total Wages from Overtime and Other Pay	Total Retirement & Health Cost
<a href="#">Civil Bckgrnd Invest (Hourly)</a>	Police	\$10,013	\$10,013	100%	-	0%	-	-	0%	--
<a href="#">Intern, Graduate</a>	Police	\$6,409	\$6,409	100%	-	0%	-	-	0%	\$240
<a href="#">Police Recruit</a>	Police	\$5,083	\$4,299	84.6%	-	0%	\$784	-	15.4%	\$2,280
<a href="#">Police Dispatcher</a>	Police	\$3,969	\$940	23.7%	\$263	6.6%	\$2,719	\$47	76.3%	\$380
<a href="#">Police Cadet</a>	Police	\$3,718	\$3,718	100%	-	0%	-	-	0%	\$139
<a href="#">Police Recruit</a>	Police	\$2,451	\$1,315	53.7%	-	0%	\$1,136	-	46.3%	\$370
<a href="#">Intern, Undergraduate</a>	Police	\$606	\$606	100%	-	0%	-	-	0%	\$23
<a href="#">Reserve Officer</a>	Police	\$71	\$71	100%	-	0%	-	-	0%	\$3
<a href="#">Peace Officer</a>	Police	--	-	-	-	-	-	-	-	\$3,037
<b>Total</b>		<b>\$27,549,313</b>	<b>\$22,134,330</b>	<b>82.8%*</b>	<b>\$3,338,422</b>	<b>12.1%*</b>	<b>\$71,387</b>	<b>\$1,983,052</b>	<b>17.2%*</b>	<b>\$11,299,241</b>

\* Indicates average per employee

# Additional Police personnel are listed under "Police Dept Grants Fund" <sup>10</sup>

Additional staff located under "Police Dept Grants Fund" category

**GOVERNMENT COMPENSATION IN CALIFORNIA**

**Betty T. Yee**  
 California State Controller

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Police Dept Grants Fund ([Chula Vista](#)) 2016 Select another department to view details:

**69** employees

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**\$108,060** average wages in this department

**\$37,955** avg. retirement & health cost in this department

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**\$7,456,127** total wages paid by this department

**\$2,618,895** total retirement & health cost paid by this department

**Data at a Glance:** Top 10 Emp. - Highest Total Wages

The total retirement and health cost sometimes includes payments made by this employer toward the [unfunded liability](#) of the employer sponsored retirement plan. To view financial and statistical information for public employee retirement systems, please visit the [State Controller's Government Financial Reports website](#).

For more information go to <http://www.chulavistaca.gov/departments/human-resources>

Last Updated: 6/27/2017

Other Positions in this Department

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Position	Department	Total Wages	Total Retirement & Health Cost
Police Sergeant	Police Dept Grants Fund	\$224,323	\$63,424

# Detailed Employee Compensation for Police Dept. Grants Fund in 2016 <sup>10</sup>

Position	Dept.	Total Wages	Regular Pay	% of Total Wages	Overtime Pay	% of Total Wages	Lump Sum	Other Pay	% of Total Wages from Overtime and Other Pay	Total Retirement & Health Cost
<a href="#">Police Sergeant</a>	<a href="#">Grants Fund</a>	\$224,323	\$109,723	48.9%	\$97,597	43.5%		\$17,003	51.1%	\$63,424
<a href="#">Police Agent</a>	<a href="#">Grants Fund</a>	\$219,724	\$95,386	43.4%	\$112,514	51.2%		\$11,824	56.6%	\$51,186
<a href="#">Police Agent</a>	<a href="#">Grants Fund</a>	\$172,298	\$95,386	55.4%	\$65,783	38.2%		\$11,129	44.6%	\$53,069
<a href="#">Peace Officer</a>	<a href="#">Grants Fund</a>	\$171,673	\$86,623	50.5%	\$76,276	44.4%		\$8,774	49.5%	\$55,810
<a href="#">Peace Officer</a>	<a href="#">Grants Fund</a>	\$160,863	\$85,789	53.3%	\$63,937	39.7%		\$11,137	46.7%	\$50,007
<a href="#">Police Sergeant</a>	<a href="#">Grants Fund</a>	\$159,772	\$106,711	66.8%	\$43,100	27%		\$9,961	31.2%	\$57,711
<a href="#">Peace Officer</a>	<a href="#">Grants Fund</a>	\$159,675	\$86,623	54.2%	\$62,148	38.9%		\$10,904	45.8%	\$48,482
<a href="#">Fa Director Of Sd Lecc</a>	<a href="#">Grants Fund</a>	\$158,865	\$144,465	90.9%	-	-		\$14,400	9.1%	\$41,943
<a href="#">Peace Officer</a>	<a href="#">Grants Fund</a>	\$158,353	\$86,623	54.7%	\$62,791	39.7%		\$8,939	45.3%	\$48,994
<a href="#">Police Sergeant</a>	<a href="#">Grants Fund</a>	\$156,803	\$109,723	70%	\$35,630	22.7%		\$11,450	30%	\$55,845
<a href="#">Peace Officer</a>	<a href="#">Grants Fund</a>	\$155,315	\$86,623	55.8%	\$62,392	40.2%		\$6,300	44.2%	\$53,299
<a href="#">Peace Officer</a>	<a href="#">Grants Fund</a>	\$154,048	\$86,623	56.2%	\$58,090	37.7%		\$9,335	43.8%	\$46,685
<a href="#">Peace Officer</a>	<a href="#">Grants Fund</a>	\$150,195	\$86,623	57.7%	\$53,145	35.4%		\$10,427	42.3%	\$38,381
<a href="#">Fa Executive Director</a>	<a href="#">Grants Fund</a>	\$145,103	\$144,465	99.6%	-	-		\$638	.4%	\$58,401
<a href="#">Police Sergeant</a>	<a href="#">Grants Fund</a>	\$143,037	\$109,723	76.7%	\$21,472	15%		\$11,842	23.3%	\$56,237
<a href="#">Police Sergeant</a>	<a href="#">Grants Fund</a>	\$141,348	\$109,723	77.6%	\$19,833	14%		\$11,792	22.4%	\$61,733
<a href="#">Peace Officer</a>	<a href="#">Grants Fund</a>	\$140,655	\$86,623	61.6%	\$44,975	32%		\$9,057	38.4%	\$48,439
<a href="#">Fa IVdc-Lecc Exec Director</a>	<a href="#">Grants Fund</a>	\$138,374	\$125,212	90.5%	-	-		\$13,162	9.5%	\$36,804
<a href="#">Peace Officer</a>	<a href="#">Grants Fund</a>	\$134,988	\$86,623	64.2%	\$37,905	28.1%		\$10,460	35.8%	\$55,187
<a href="#">Police Agent</a>	<a href="#">Grants Fund</a>	\$134,921	\$95,386	70.7%	\$34,719	25.7%		\$4,816	29.3%	\$43,772
<a href="#">Fa Deputy Executive Director</a>	<a href="#">Grants Fund</a>	\$134,439	\$122,814	91.3%	-	-		\$11,625	8.7%	\$38,338
<a href="#">Peace Officer</a>	<a href="#">Grants Fund</a>	\$129,571	\$86,623	66.8%	\$42,448	32.8%		\$500	31.2%	\$47,531
<a href="#">Police Agent</a>	<a href="#">Grants Fund</a>	\$129,031	\$95,386	73.9%	\$33,345	25.8%		\$300	26.1%	\$49,077

# Detailed Employee Compensation for Police Dept. Grants Fund in 2016<sup>10</sup>

Employee Compensation

Position	Department	Total Wages	Regular Pay	% of Total Wages	Overtime Pay	% of Total Wages	Lump Sum	Other Pay	% of Total Wages from Overtime and Other Pay	Total Retirement & Health Cost
<a href="#">Fa Deputy Director Sdlecc</a>	<a href="#">Grants Fund</a>	\$128,893	\$115,131	89.3%	-	0%	-	\$13,762	10.7%	\$33,289
<a href="#">Fa Program Manager</a>	<a href="#">Grants Fund</a>	\$128,893	\$115,131	89.3%	-	0%	-	\$13,762	10.7%	\$33,289
<a href="#">Peace Officer</a>	<a href="#">Grants Fund</a>	\$127,563	\$86,623	67.9%	\$36,190	28.4%	-	\$4,750	32.1%	\$49,887
<a href="#">Peace Officer</a>	<a href="#">Grants Fund</a>	\$126,679	\$86,623	68.4%	\$34,088	31.6%	-	\$5,968	31.6%	\$48,930
<a href="#">Police Sergeant</a>	<a href="#">Grants Fund</a>	\$126,426	\$104,442	82.6%	\$9,192	7.3%	-	\$12,792	17.4%	\$61,787
<a href="#">Peace Officer</a>	<a href="#">Grants Fund</a>	\$116,656	\$86,623	74.3%	\$23,715	20.3%	-	\$6,318	25.7%	\$53,006
<a href="#">Fa Lecc It Manager</a>	<a href="#">Grants Fund</a>	\$116,400	\$105,186	90.4%	-	0%	-	\$11,214	9.6%	\$32,963
<a href="#">Peace Officer</a>	<a href="#">Grants Fund</a>	\$115,575	\$86,623	74.9%	\$21,352	18.5%	-	\$7,600	25.1%	\$45,570
<a href="#">Peace Officer</a>	<a href="#">Grants Fund</a>	\$114,805	\$86,623	75.4%	\$21,882	19.1%	-	\$6,300	24.6%	\$48,125
<a href="#">Peace Officer</a>	<a href="#">Grants Fund</a>	\$114,487	\$86,623	75.7%	\$21,734	19%	-	\$6,130	24.3%	\$42,945
<a href="#">Peace Officer</a>	<a href="#">Grants Fund</a>	\$113,851	\$84,960	74.6%	\$22,831	20.1%	-	\$6,060	25.4%	\$37,301
<a href="#">Fa Financial Manager</a>	<a href="#">Grants Fund</a>	\$113,619	\$113,619	100%	-	0%	-	-	0%	\$46,917
<a href="#">Fa Info Security Program Mgr</a>	<a href="#">Grants Fund</a>	\$106,568	\$106,568	100%	-	0%	-	-	0%	\$44,888
<a href="#">Peace Officer</a>	<a href="#">Grants Fund</a>	\$106,036	\$86,623	81.7%	\$13,013	12.3%	-	\$6,400	18.3%	\$48,111
<a href="#">Fa Supv Intelligence Analyst</a>	<a href="#">Grants Fund</a>	\$105,385	\$92,623	87.9%	-	0%	-	\$12,762	12.1%	\$26,780
<a href="#">Fa Geospatial Intel Analyst</a>	<a href="#">Grants Fund</a>	\$103,433	\$96,719	93.5%	-	0%	-	\$6,714	6.5%	\$34,013
<a href="#">Peace Officer</a>	<a href="#">Grants Fund</a>	\$102,259	\$86,623	84.7%	\$6,737	6.6%	-	\$8,899	15.3%	\$49,019
<a href="#">Peace Officer</a>	<a href="#">Grants Fund</a>	\$100,430	\$85,992	85.6%	\$9,578	9.5%	-	\$4,860	14.4%	\$47,652
<a href="#">Fa Ntwrk Administrator II</a>	<a href="#">Grants Fund</a>	\$99,078	\$94,678	95.6%	-	0%	-	\$4,402	4.4%	\$41,432
<a href="#">Peace Officer</a>	<a href="#">Grants Fund</a>	\$98,758	\$86,623	87.7%	\$3,967	4%	-	\$8,168	12.3%	\$52,671
<a href="#">Fa Sr Intelligence Analyst</a>	<a href="#">Grants Fund</a>	\$95,934	\$81,284	84.7%	-	0%	-	\$14,650	15.3%	\$23,857
<a href="#">Fa Supv Intelligence Analyst</a>	<a href="#">Grants Fund</a>	\$95,764	\$83,002	86.7%	-	0%	-	\$12,762	13.3%	\$24,013
<a href="#">Fa Supv Intelligence Analyst</a>	<a href="#">Grants Fund</a>	\$95,516	\$87,803	91.9%	-	0%	-	\$7,713	8.1%	\$31,464
<a href="#">Peace Officer</a>	<a href="#">Grants Fund</a>	\$95,439	\$86,623	90.8%	\$4,916	5.1%	-	\$3,900	9.2%	\$53,932
<a href="#">Peace Officer</a>	<a href="#">Grants Fund</a>	\$89,331	\$77,421	86.7%	\$7,450	9.6%	-	\$4,460	13.3%	\$44,810

<sup>10</sup> Government Compensation in California, <http://publicpay.ca.gov/Reports/Department.aspx?fiscyear=2016&entityid=393&departmentid=20172> , <Accessed 17 Dec. 2017>

# Detailed Employee Compensation for Police Dept. Grants Fund in 2016 <sup>10</sup>

Employee Compensation

Position	Dept.	Total Wages	Regular Pay	% of Total Wages	Overtime Pay	% of Total Wages	Lump Sum	Other Pay	% of Total Wages from Overtime and Other Pay	Total Retirement & Health Cost
<a href="#">Fa Ntwrk Administrator II</a>	<a href="#">Grants Fund</a>	\$89,328	\$82,314	92.1%	-	0%	-	\$7,014	7.9%	\$29,564
<a href="#">Fa Sr Financial Analyst</a>	<a href="#">Grants Fund</a>	\$89,090	\$79,957	89.7%	-	0%	-	\$9,133	10.3%	\$30,626
<a href="#">Fa Ntwrk Administrator I</a>	<a href="#">Grants Fund</a>	\$86,069	\$86,069	100%	-	0%	-	-	0%	\$38,951
<a href="#">Fa Sr Intelligence Analyst</a>	<a href="#">Grants Fund</a>	\$84,877	\$72,115	85%	-	0%	-	\$12,762	15%	\$20,865
<a href="#">Fa Rcfl Network Engineer</a>	<a href="#">Grants Fund</a>	\$83,101	\$83,101	100%	-	0%	-	-	0%	\$37,709
<a href="#">Fa Ntwrk Administrator II</a>	<a href="#">Grants Fund</a>	\$82,314	\$82,314	100%	-	0%	-	-	0%	\$37,874
<a href="#">Fa Sr Intelligence Analyst</a>	<a href="#">Grants Fund</a>	\$78,317	\$72,115	92.1%	-	0%	-	\$6,202	7.9%	\$28,043
<a href="#">Fa Graphic Designer/Wbmstr</a>	<a href="#">Grants Fund</a>	\$72,359	\$71,609	99%	-	0%	-	\$750	1%	\$34,386
<a href="#">Fa Rcfl Network Engineer</a>	<a href="#">Grants Fund</a>	\$69,939	\$57,258	82%	-	0%	\$6,488	\$6,193	18%	\$16,354
<a href="#">Fa Analyst</a>	<a href="#">Grants Fund</a>	\$65,287	\$52,901	81%	-	0%	-	\$12,386	19%	\$15,295
<a href="#">Fa Analyst</a>	<a href="#">Grants Fund</a>	\$65,287	\$52,901	81%	-	0%	-	\$12,386	19%	\$15,295
<a href="#">Fa Sr Program Assistant</a>	<a href="#">Grants Fund</a>	\$63,560	\$51,174	80.5%	-	0%	-	\$12,386	19.5%	\$14,803
<a href="#">Fa Sr Secretary</a>	<a href="#">Grants Fund</a>	\$56,227	\$51,116	90.9%	-	0%	-	\$5,111	9.1%	\$22,537
<a href="#">Fa Prog Asst Supervisor</a>	<a href="#">Grants Fund</a>	\$51,821	\$44,079	85%	-	0%	-	\$7,742	15%	\$17,633
<a href="#">Fa Pub Prvt Part Exer Prg Mgr</a>	<a href="#">Grants Fund</a>	\$37,522	\$33,268	88.7%	-	0%	-	\$4,254	12.3%	\$9,878
<a href="#">Fa Sr Intelligence Analyst</a>	<a href="#">Grants Fund</a>	\$25,796	\$21,542	83.5%	-	0%	-	\$4,254	16.5%	\$6,397
<a href="#">Fa Rcfl Network Engineer</a>	<a href="#">Grants Fund</a>	\$23,440	\$23,440	100%	-	0%	-	-	0%	\$11,521
<a href="#">Fa Sr Intelligence Analyst</a>	<a href="#">Grants Fund</a>	\$13,930	\$11,875	85.2%	-	0%	-	\$2,055	14.8%	\$3,598
<a href="#">Fa Sr Intelligence Analyst</a>	<a href="#">Grants Fund</a>	\$3,721	\$2,693	72.4%	-	0%	\$1,028	-	27.6%	\$800
<a href="#">Fa Analyst</a>	<a href="#">Grants Fund</a>	\$2,990	\$1,958	65.5%	-	0%	\$1,032	-	34.5%	\$582
<a href="#">Police Sergeant</a>	<a href="#">Grants Fund</a>	-	-	-	-	-	-	-	-	\$9,178
<b>Total</b>		<b>\$7,456,127</b>	<b>\$5,674,087</b>	<b>79.6%*</b>	<b>\$1,264,745</b>	<b>13%*</b>	<b>\$8,548</b>	<b>\$508,749</b>	<b>20.4%*</b>	<b>\$2,618,895</b>

\* Indicates average per employee

# Summary of Police Department Compensation in 2016 according to GCC

## Notable Findings:

- *More than **150 Police Dept. Employees** made total wages of **\$100,000.00 or more.***
- *The average Police Dept. Employee made **\$74,155 in Regular Pay***
  - $\$22,134,330^{15}$  (306 Employees, Regular Pay -Police Department) +  $\$5,674,087^{16}$  (69 Employees- Police Dept. Grants Fund)=  $\$27,808,417$
  - $\$27,808,417/375$  Employees=  $\$74,155$
- *The average Police Dept. Employee made **\$12,275 in Overtime Pay.***
  - $\$3,338,422^{15}$  (306 Employees, Overtime Pay Police Department) +  $\$1,264,745^{16}$  (69 Employees- Overtime Pay Police Dept. Grants Fund)=  $\$4,603,167$
  - $4,603,167/375$  Employees= $\$12,275$
- *The average Police Dept. Employee made **\$6,644 in Other/Specialty Pay.***
  - $\$1,983,052^{15}$  (306 Employees, Other Pay Police Department) +  $\$508,749^{16}$  (69 Employees- Other Pay Police Dept. Grants Fund)=  $\$2,491,801$
  - $\$2,491,801/375$  Employees= $\$6,644$
  - *Income is included in Employee Salary to Calculate Employee Pension*

<sup>15</sup> *Government Compensation in California,*  
[publicpay.ca.gov/Reports/Department.aspx?fiscalyear=2016&entityid=393&departmentid=6658](http://publicpay.ca.gov/Reports/Department.aspx?fiscalyear=2016&entityid=393&departmentid=6658). <Accessed 17 Dec. 2017>.

<sup>16</sup> *Government Compensation in California,*  
[publicpay.ca.gov/Reports/Department.aspx?fiscalyear=2016&entityid=393&departmentid=20172](http://publicpay.ca.gov/Reports/Department.aspx?fiscalyear=2016&entityid=393&departmentid=20172) <Accessed 17 Dec. 2017>.



# Public Safety Unions have secured MOU's that have guaranteed they are among the highest compensated city employees

- **Average total wages for Public Safety employees in 2016:**
  - Fire Dept. Employee- **\$122,884<sup>13</sup>**
    - \$81,212<sup>13</sup> (Average regular pay per employee) + \$31,915<sup>13</sup> (Average overtime pay per employee) + \$9,757<sup>13</sup> (Average other/specialty pay per employee) = \$122,884
  - Police Dept. Employee received **\$93,074<sup>15 16</sup>**
    - \$74,155<sup>15 16</sup> (Average regular pay per employee) + \$12,275<sup>15 16</sup> (Average overtime pay per employee) + \$6,664<sup>15 16</sup> (Average other/specialty pay per employee) = \$93,074

<sup>13</sup> *Government Compensation in California*,  
publicpay.ca.gov/Reports/Department.aspx?fiscalyear=2016&entityid=393&departmentid=20167. <Accessed 17 Dec. 2017>.

<sup>15</sup> *Government Compensation in California*,  
publicpay.ca.gov/Reports/Department.aspx?fiscalyear=2016&entityid=393&departmentid=6658. <Accessed 17 Dec. 2017>.

<sup>16</sup> *Government Compensation in California*,  
publicpay.ca.gov/Reports/Department.aspx?fiscalyear=2016&entityid=393&departmentid=20172 <Accessed 17 Dec. 2017>.

# Public Safety employees are paid 30k-40k more a year than positions that require a Bachelors or Masters Degree

- Entry level positions in Public Safety do not require any college degree but receive better salaries than employees whose positions requires either a Bachelors' Degree or a Masters' Degree. For Example:
  - **Librarian I** position requires an applicant/employee to traditionally have an MLS (Masters in Library Science) the salary range for position is:
    - **\$4,178.09 - \$5,078.52 Monthly or \$50,137.10 - \$60,942.18 Annually**<sup>17</sup>
    - The position is classified as "Professional" so they are salaried and therefore do not qualify for Overtime Pay
  - **Peace Officer-** does not require a college degree and the pay range for position is:
    - **\$6,276.88 - \$7,629.59 Monthly or \$75,322.52 - \$91,555.10 Annually**<sup>18</sup>
    - Job description does require candidates to have the "ability to read books".<sup>18</sup>
- However, both Police and Fire Employees receive specialty pay for having an Associates Degree (2yr Degree).

*The average salary of a Public Safety Employee is \$30,000-\$60,000 more a year than the Median Household Income for Chula Vista- \$65,185*<sup>19</sup>

<sup>17</sup> "Job Descriptions & Salaries." *City of Chula Vista : Job Descriptions & Salaries*, agency.governmentjobs.com/chulavista/default.cfm?action=viewclassspec&classSpecID=728345&viewOnly=yes. <Accessed 11 Sept. 2017>

<sup>18</sup> "Job Descriptions & Salaries." *City of Chula Vista : Job Descriptions & Salaries*, agency.governmentjobs.com/chulavista/default.cfm?action=viewclassspec&classSpecID=727906&viewOnly=yes <Accessed 11 Sept. 2017>

<sup>19</sup> U.S. Census Bureau, 2010 Census of Population, Public Law 94-171 Redistricting Data File. Updated every 10 years, <http://www.census.gov/quickfacts/table/HSG010215/0613392>, <Accessed 11 Sept. 2017>



# **What questions do you have regarding Overtime and Specialty Pay?**



## ***The Wal-Mart Model of Employment***

*How Hourly Employees are allowing the City Government to keep libraries, parks, recreational centers, and other vital services “open” to serve the public*

# **The “Great Recession of 2008” required the city to make drastic budget cuts that required new hiring practices to be adopted**

- **The loss of revenue that resulted from the Great Recession required the City to make deep budget cuts to Non-Public Safety Departments.**
  - The Hero status of Public Safety as well as the news media’s manufactured perception of “fear” amongst the general public, protected them from receiving an equitable portion of the necessary budget cuts.
- **The budget cuts left many departments/services so understaffed that they would not be able to successfully perform their duties and provide quality services to the public.**
- **In order to provide vital and heavily utilized services, such as, libraries and parks and recreational centers to the general public, the city began hiring hourly employees.**

# **Hourly Staff were hired to enable the continuation of services essential for city to function as well as services frequently utilized by the public**

- **Hourly positions were temporary and non-benefited enabling City to fill vital positions in departments so they remain operational.**
- **Many of the employees that were laid-off as a result of the budget cuts were offered hourly positions.**
- **Terms of employment favored the City not the employee**

# Hourly employees were hired with no benefits and are classified as “temporary” employees

- Hourly employees could not work more than 999 hours in a fiscal year (example July 1, 2016-June 30, 2017)
- Received no health, paid time off, or pension benefits
  - Beginning July 1<sup>st</sup>, 2015, as required under the “California Healthy Workplaces, Healthy Families Act of 2014 Bill”, employers with 50 or more employees must have paid sick leave policies that comply with the following requirements<sup>1</sup>:
    - Employees who work at least 30 days in a year are eligible to receive paid sick leave. Employees can begin using accrued sick leave once they have worked for an employer for 90 days.<sup>1</sup>
    - Employees will accrue one hour of paid sick leave for every 30 hours worked. Paid sick leave must carry over from year to year, but employers can place a cap on accrual of 48 hours (or six days)<sup>1</sup>.
    - Employers can limit an employee’s use of sick leave to 24 hours (or three days) per year. Employers can also require employees to take sick leave in at least two hour increments, but not more<sup>1</sup>.
- Annual salary from hourly positions require hourly employees to have 2<sup>nd</sup> job to afford the cost of living in Southern California. For example:
  - Hourly Library Associate position pays - **\$21.67 - \$26.34 /Hourly<sup>2</sup>**
  - $\$21.67 \times 19$  (max hours per week)= **\$411.73 pay per week**
  - $\$411.73 \times 52$  (weeks in a year)= **\$21,409.96 annual pay**

*Hourly employees are paid at an hourly rate that is a livable-wage, based on a 40 hour work week. However, they cannot work more than 19 hours in a week. As a result, the annual amount of pay they receive is unsustainable for a person living in Southern California*

<sup>1</sup>Barreiro, Attorney Sachi. “California Passes Paid Sick Leave Law.” *Www.nolo.com*, [www.nolo.com/legal-encyclopedia/california-passes-paid-sick-leave-law.html](http://www.nolo.com/legal-encyclopedia/california-passes-paid-sick-leave-law.html).

<sup>2</sup>Job Descriptions & Salaries.” *City of Chula Vista : Job Descriptions & Salaries*, [agency.governmentjobs.com/chulavista/default.cfm?action=viewclassspec&classSpecID=728371&viewOnly=yes](http://agency.governmentjobs.com/chulavista/default.cfm?action=viewclassspec&classSpecID=728371&viewOnly=yes).

# **As the City recovered from the Great Recession, they continued the practice of hiring hourly employees**

- **Departments that received drastic budget cuts and reduction in staff due to layoffs, continued operating under the hourly employee staffing model.**
  - Positions that were eliminated as a result of Great Recession were not restored
  - Department budgets saw little to modest increases but were never restored to level prior to Great Recession.
- **Hiring hourly employees in Non-Public Safety positions allowed Public Safety to hire additional staff and receive additional budgetary funds therefore making them the only departments to fully recover from Great Recession.**
- **The new hourly employment model and the elimination of critical positions, like, custodial services, public works, code enforcement, and other “non-essential” positions would have long term consequences to City infrastructure, revenue, and conditions of city facilities that would prove to be quite costly.**



# Hourly Employee Budget by Department

Department	Actual FY 2007-08 <sup>3</sup>	Actual FY 2008-09 <sup>3</sup>	Actual FY 2009-10 <sup>4</sup>	Actual FY 2010-11 <sup>4</sup>	Actual FY 2011-12 <sup>5</sup>	Actual FY 2012-13 <sup>5</sup>
<b>Administration</b>	\$12,365	\$4,821	\$8,885	\$5,312	\$112,790	\$122,006
<b>Animal Care Facility</b>	\$188,185	\$0 <sup>6</sup>	\$93,674	\$181,144	\$183,960	\$183,534
<b>City Attorney</b>	\$487	\$0	\$0	\$0	\$0	\$0
<b>City Clerk</b>	\$0	\$0	\$0	\$0	\$0	\$133
<b>Development Services (General Fund)</b>	\$45,460	\$94,556	\$254,129	\$299,725	\$183,089	\$96,491
<b>Finance</b>	\$1,816	\$3,490	\$51,560	\$71,748	\$101,848	\$101,994
<b>Fire</b>	\$62,877	\$5,628	\$12,099	\$12,968	\$23,233	\$47,529
<b>Human Resources</b>	\$9,901	\$10,976	\$31,627	\$27,120	\$12,885	\$25,138
<b>I.T.</b>	\$18,671	\$5,003	\$0	\$27,079	\$3,110	\$0
<b>Library</b>	\$1,333,152	\$988,192	\$239,546	\$155,714	\$518,448	\$533,010
<b>Mayor and City Council</b>	\$148,836	\$121,096	\$128,383	\$131,935	\$128,854	\$157,428
<b>Police</b>	\$308,388	\$235,815	\$293,361	\$389,336	\$414,644	\$404,362
<b>Public Works</b>	\$235,848	\$280,565	\$221,097	\$209,403	\$275,646	\$336,803
<b>Recreation</b>	\$1,353,358	\$1,386,891	\$914,443	\$744,432	\$634,867	\$825,536
<b>Total</b>	<b>\$3,719,344</b>	<b>\$3,137,033</b>	<b>\$2,248,804</b>	<b>\$2,255,916</b>	<b>\$2,593,374</b>	<b>\$2,833,964</b>

<sup>3</sup>City of Chula Vista Adopted Budget FY 2010-11, pp.55-148, <https://www.chulavistaca.gov/home/showdocument?id=2518>, <accessed 09/19/17>

<sup>4</sup>City of Chula Vista Adopted Budget FY 2012-13, pp. 67-165, <https://www.chulavistaca.gov/home/showdocument?id=2524>, <accessed 09/19/17>

<sup>5</sup>City of Chula Vista Adopted Budget FY 2014-15, pp. 63-146, <https://www.chulavistaca.gov/home/showdocument?id=6460>, <accessed 09/19/17>

<sup>6</sup>In fiscal year 2008-09 the Animal Care Facility was included as part of the Public Works Department.

# Hourly Employee Budget by Department

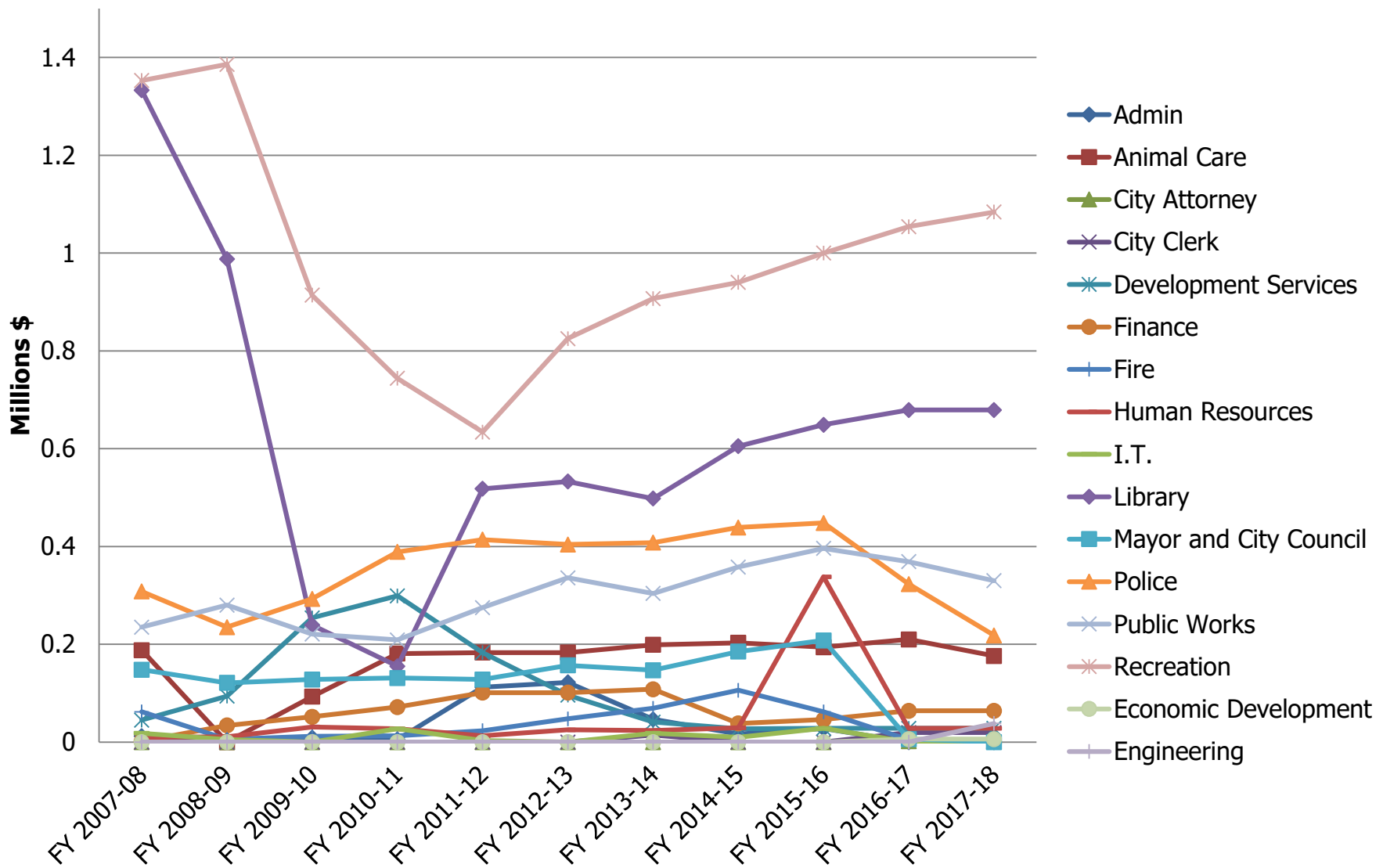
Department	Actual FY 2013-14 <sup>7</sup>	Actual FY 2014-15 <sup>7</sup>	Actual FY 2015-16 <sup>8</sup>	Adopted FY 2016-17 <sup>8</sup>	Adopted FY 2017-18 <sup>8</sup>
Administration	\$41,690	\$16,305	\$27,599	\$0	\$0
Animal Care Facility	\$199,798	\$203,720	\$194,399	\$210,049	\$176,339
City Attorney	\$0	\$0	\$0	\$1,852	\$1,852
City Clerk	\$0	\$14,234	\$0	\$19,380	\$19,380
Development Services (General Fund)	\$41,124	\$27,087	\$28,198	\$28,517	\$28,517
Finance	\$108,037	\$38,395	\$46,576	\$64,380	\$64,380
Fire	\$69,217	\$106,910	\$62,654	\$4,940	\$4,940
Human Resources	\$23,572	\$29,472	\$33,381	\$28,560	\$28,560
I.T.	\$18,780	\$9,973	\$28,998	\$0	\$0
Library	\$498,601	\$605,812	\$649,051	\$679,021	\$679,021
Mayor and City Council	\$147,795	\$185,059	\$208,971	\$6,142	\$0
Police	\$40,678	\$439,537	\$448,068	\$323,799	\$218,110
Public Works	\$304,046	\$358,860	\$396,395	\$369,135	\$330,829
Recreation	\$907,257	\$940,793	\$1,000,731	\$1,054,480	\$1,084,873
Engineering	\$0	\$0	\$0	\$0	\$38,307
Economic Development <sup>9</sup>	\$0	\$0	\$0	\$6,151	\$6,151
<b>Total</b>	<b>\$2,400,595</b>	<b>\$2,976,157</b>	<b>\$3,125,021</b>	<b>\$2,796,406</b>	<b>\$2,681,259</b>

<sup>7</sup>City of Chula Vista Adopted Budget 2016-17, pp. 65-154, <https://www.chulavistaca.gov/home/showdocument?id=13873>, <accessed 09/19/17>

<sup>8</sup>City of Chula Vista Adopted Budget 2017-18, pp. 57-152, <http://www.chulavistaca.gov/home/showdocument?id=15313>, <accessed 09/19/17>

<sup>9</sup>Economic Development Department was created in FY 2016-17

# Hourly Employee Budget by Department



## By 2016, Hourly Employees made up 29% of entire City Staff

- According to City Budget FY 2016-17, City Staffing was **984.25 FTE's<sup>10</sup>**
- According to the GCC website, [www.publicpayca.gov](http://www.publicpayca.gov), in 2016, the City of Chula Vista had a total of- **1,394 Employees<sup>11</sup>**
  - Unlike the City Budget, the GCC includes all employees who were employed and received compensation from the city for that year in the total number of employees
  - FTE's (Full-time Employees) and hourly employees are included in this number
  - We can determine the number of hourly employees by subtracting the number of employees as reported by the City of Chula Vista from the number found on the GCC website
    - **1,394.00-984.25= 409.7**
- As of 2016, the number of hourly employees working at City of Chula Vista was- **409.75**

*Hiring hourly employees provided a temporary fix to a much larger systemic problem that City Council and Management seems unwilling to confront.*

<sup>10</sup>"City of Chula Vista Adopted Budget Fiscal Year 2016-2017."

p. 31, *City of Chula Vista*, [www.chulavistaca.gov/home/showdocument?id=13873](http://www.chulavistaca.gov/home/showdocument?id=13873). <Accessed 17 Dec. 2017>.

<sup>11</sup>*Government Compensation in California*,

<http://www.publicpay.ca.gov/Reports/Cities/City.aspx?entityid=393&fiscalyear=2016> <Accessed 17 Dec. 2017>.

# The hourly employee model soon began to show weaknesses that became problematic

- **City made hourly employee staffing model permanent in departments like Recreation and the Library.**
  - **Recreation<sup>12</sup>**
    - Number of FTE's according to City Budget FY 2016-17- **17**
    - Number of employees according to GCC website- **200**
    - Number of hourly employees- **183**
    - Percentage of staff that are hourly employees- **91%**
  - **Library<sup>13</sup>**
    - Number of FTE's according to City Budget FY 2016-17-**22.50**.
    - Number of Employees according to the GCC website- **98**
    - Number of hourly employees -**75.5**
    - Percentage of staff that are hourly employees- **77%**
- **As permanent employees retired in these departments, these positions were eliminated and would be replaced by additional hourly staff.**
  - Some positions were just eliminated as a cost savings initiative and existing staff would be assigned the duties of the employee who retired.
- **Attrition rate increased dramatically**
  - Lack of permanent job opportunities and career advancement
  - Income insufficient to pay for housing costs, gas, food, and other expenses, leaving employees with no other choice but seek employment elsewhere.
  - Over 30 permanent and hourly employees from Library quit in less than a three year period
- **Constant turnover in staff, created additional stress for remaining staff and began to have a negative impact on employee morale.**

<sup>12</sup>Government Compensation in California,

<http://publicpay.ca.gov/Reports/Department.aspx?fiscalyear=2016&entityid=393&departmentid=6660> <Accessed 17 Dec. 2017>.

<sup>13</sup>Government Compensation in California,

<http://publicpay.ca.gov/Reports/Department.aspx?fiscalyear=2016&entityid=393&departmentid=20169> <Accessed 17 Dec.2017>.

# Library Employee Compensation for 2016 according to GCC<sup>13</sup>

GOVERNMENT COMPENSATION IN CALIFORNIA

Betty T. Yee  
California State Controller

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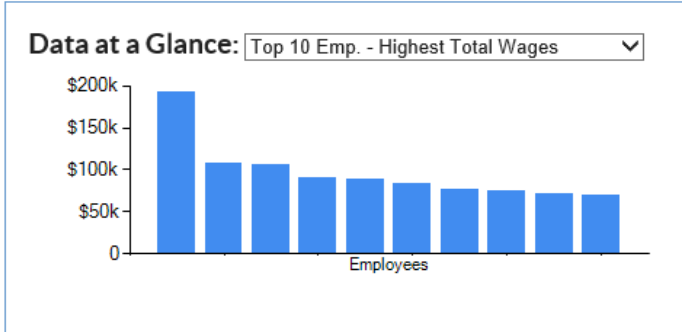
Library (Chula Vista) 2016

Select another department to view details:

Average wages for Library substantially lower than:

- Fire: \$122,884<sup>14</sup>
- Police: \$93,074<sup>35</sup>

<b>98</b> employees	
<b>\$24,525</b>	average wages in this department
<b>\$7,708</b>	avg. retirement & health cost in this department
<b>\$2,403,416</b>	total wages paid by this department
<b>\$755,430</b>	total retirement & health cost paid by this department



The total retirement and health cost sometimes includes payments made by this employer toward the [unfunded liability](#) of the employer sponsored retirement plan. To view financial and statistical information for public employee retirement systems, please visit the [State Controller's Government Financial Reports website](#).

For more information go to <http://www.chulavistaca.gov/departments/human-resources>

Last Updated: 6/27/2017

Other Positions in this Department

<sup>13</sup> Government Compensation in California, <http://publicpay.ca.gov/Reports/Department.aspx?fiscalyear=2016&entityid=393&departmentid=20169> <Accessed 17 Dec.2017>.  
<sup>14</sup> Government Compensation in California, <http://publicpay.ca.gov/Reports/Department.aspx?fiscalyear=2016&entityid=393&departmentid=20167> <Accessed 17 Dec. 2017>  
<sup>15</sup> Government Compensation in California, <http://publicpay.ca.gov/Reports/Department.aspx?fiscalyear=2016&entityid=393&departmentid=6658> <Accessed 17 Dec. 2017>.

# Recreation Employee Compensation for 2016 according to GCC<sup>12</sup>

GOVERNMENT COMPENSATION IN CALIFORNIA

Betty T. Yee  
California State Controller

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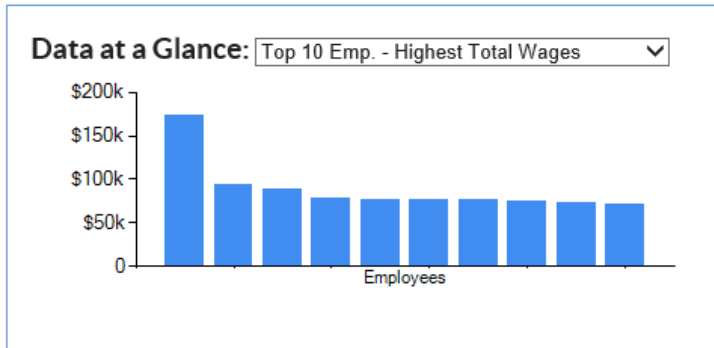
Recreation ([Chula Vista](#)) 2016 ▾

Select another department to view details:

Average wages for Recreation substantially lower than:

- Fire: \$122,884<sup>14</sup>
- Police: \$93,074<sup>15</sup>

200 employees	
\$11,698	average wages in this department
\$2,926	avg. retirement & health cost in this department
\$2,339,684	total wages paid by this department
\$585,259	total retirement & health cost paid by this department



The total retirement and health cost sometimes includes payments made by this employer toward the [unfunded liability](#) of the employer sponsored retirement plan. To view financial and statistical information for public employee retirement systems, please visit the [State Controller's Government Financial Reports website](#).

For more information go to <http://www.chulavistaca.gov/departments/human-resources>

Last Updated: 6/27/2017

<sup>12</sup>Government Compensation in California, <http://publicpay.ca.gov/Reports/Department.aspx?fiscalyear=2016&entityid=393&departmentid=6660> <Accessed 17 Dec. 2017>.

<sup>14</sup> Government Compensation in California, <http://publicpay.ca.gov/Reports/Department.aspx?fiscalyear=2016&entityid=393&departmentid=20167> <Accessed 17 Dec. 2017>

<sup>15</sup> Government Compensation in California, <http://publicpay.ca.gov/Reports/Department.aspx?fiscalyear=2016&entityid=393&departmentid=6658> <Accessed 17 Dec. 2017>.

# Minimum staffing model adopted while services offered increases

- In departments such as the Libraries, standard staffing was minimal so that cuts in hourly budget could be made and funds could be reallocated to other departments, most likely Public Safety.
- Library staff, including hourly staff, facilitates numerous programs daily, such as:
  - Story time
  - Crafts
  - S.T.E.A.M.
  - Book club
  - Yoga, and many more
- Preparation time off desk for programming is minimal and is particularly challenging for hourly staff who work no more than 19 hours per week.



## Minimum staffing model adopted while services offered increases (cont.)

- **Library takes over Passport Services with the staff's understanding the \$25 Execution Fee paid by every applicant would go directly to the Library Budget.**
  - Required participating staff to attend a specialized training to obtain the required Certification needed to become a U.S. Passport Acceptance Agent.
  - Requires an entirely different set of knowledge and job skills that are completely different to those needed to work in a library. You must become knowledgeable with basic immigration law, government documents, and verify their authenticity, as well as determine what forms an applicant needs as well as the costs associated with U.S. Passports.
  - Volume of incoming calls increased 2-3 times what they were prior to offering Passport Services, all additional calls were regarding Passports. The average passport call is, minimum, 5 minutes in length. Information/Accounts Desk experienced a similar increase in the number of people seeking information regarding Passport Services.
  - Unfortunately, management later informed staff that the \$25 execution fee that was collected would not go to the library directly but would rather go to the General Fund and therefore most likely to fund Public Safety.

## Minimum staffing model adopted while services offered increases (cont.)

- **Library started to offer free lunches to children 0-17 years old through a partnership with the Chula Vista Elementary School District, the library would receive a grant from School District for offering this service:**
  - Library Aides were designated to be the staff who would provide service.
  - Required all individuals who would be serving food to get a Food Handlers Card, therefore library staff would need to attend a training session in order to obtain it.
  - Duties associated with service are completely outside the parameters of the duties of a Library Aide as outlined in the Job Description. Although the duties associated with this service are out of their job classification, participating staff would not receive any special differential pay for providing the service.
- **Additional services and responsibilities created even more stress and further adversely affected employee morale.**

## **Economic impact of Great Recession manifested slowly and directly impacted Departments where the majority of staff are hourly employees.**

- **Impacts of Great Recession has created serious impacts on the average Americans quality of life.**
  - Around 27 million workers—roughly one out of every six U.S. workers—are either unemployed or underemployed. Importantly, this is a very conservative measure of the total number of underemployed because it does not include workers who have had to take a job that is below their skill or experience level.<sup>16</sup>
  - The Great Recession has broken all records related to duration of unemployment. As of August 2017, the percentage of people who have been unemployed for more than 6 months is 24.7%<sup>16</sup>
  - Once workers gets laid off from a job in this labor market, the odds are stacked strongly against them finding another one anytime soon<sup>16</sup>
- **Number of homeless increased dramatically in Chula Vista and the public libraries became the cities de facto homeless shelter since city does not have a designated shelter for the homeless.**
  - Condition of Library facilities began to decline due to shortage of custodial staff, who provide critical maintenance that would have prevented the decline in the condition of the facilities. Homeless people usually have poor hygiene due to lack of access to bathing facilities and therefore cause carpets, chairs, and other furnishings in the library to become soiled.
  - Homeless population also carry bed bugs, lice, and other parasitic pests that can cause an infestation and cause other library patrons to suffer adverse health affects, such as, rashes and bite marks all over their body. Ultimately, the infestation requires an outside cleaning service to treat and eradicate the infestation.
  - A large percentage of homeless population also suffer from substance abuse and mental illness creating an increase in altercations requiring staff intervention. Since there is no on-site Security, Library Staff, including hourly employees, that are not provided health benefits by there employer, are required to intervene in situations that could escalate and cause them bodily harm that could require medical attention.

## **The library evolved into an extension of Social Services, a gathering place by those who were deeply impacted by the “Great Recession of 2008” and have yet to recover**

- Civic and South Library branches became the de facto “City Shelter” since city lacked the necessary facilities and services to address the needs of this vulnerable segment of population
- Many of these individuals may suffer from mental illness, substance abuse, and other factors that adversely impact their mental health and cause them to easily become excited and volatile when confronted requiring staff to contact Police for assistance
- Frequently, the police response time was 2-3 hours after the call was made, even when the call is made from the Civic Center Branch which is located directly across the street from the Police Station.
- The absence of support by the Police, left the library staff to fend for themselves and emboldened disruptive and discourteous behavior among these individuals due to the absence of Security personnel who would ensure and enforce the Library’s “Rules of Conduct”
- Police have even chosen to not respond to library staff calls, even when the call was initiated by the Library Branch Manager

# **Services offered by library and recreation are accessed by residents more than any other services provided by city**

- Community Service staff, Library and Recreation, interact directly with members of community more than any other city employees.
- Services and programs are popular and provide a positive impact on community's quality of life.
- Provides an environment for residents to meet and interact with each other and develop relationships that strengthen the foundation of a healthy and prosperous community.
- Although services and programs are utilized by the largest percentage of Chula Vista residents, they receive the least amount of funding and rely on a staff of mostly hourly, non-benefited employees, to assist residents.

## The Library Annual Report for 2015-16 provides statistical data on the usage of library services, public meeting room facilities, and circulation of library materials by the public<sup>17</sup>

- Population of Chula Vista as of 2017: **267,917**
- Number of materials in Library collection: **310,387**
- Number of items checked out by patrons: **710,680**
  - Equivalent to 2.65 items per city resident
- Number of E-books checked out: **20,704** (7% of population)
- Total number of people who visited 1 of our 3 branches: **857,475** (3x city population)
- Total number of library cardholders: **101,848** (38% of city population)
- Program attendance: **35,820** (13% of city population) attendees
- Number of passports applications processed: **11,320** (4% of city population)
- 15 rooms for meetings, study and community programs

# Library Annual Report for 2015-16 provides statistics that demonstrates the vital role library plays in community

## Public Computers and Online Services<sup>17</sup>

- Number of public computers: **90**
- Internet/computer use sessions: **111,352**
- Number of web page visits: **348,871**
- 24-hour access to your account, the library catalog and research tools
- Downloadable apps for research
- The "Chula Vista Star News" editions from 1938-2008 are now digitized to ease your searches
- Zinio, the world's largest digital newsstand, gives you free access to more than 100 popular downloadable magazines
- Tutor.com – free one-to-one homework help in English and Spanish for grades 3-12
- Overdrive – popular Ebooks to read from your Kindle or table

## Free Programing and other services offered to Public <sup>17</sup>

- Veterans Connect @ Your Library expanded its services with veteran volunteers, a referral service, help with benefits, applications, and a support group; 45 first-time visitors took advantage of these services
- Citizenship Classes in collaboration with CV Adult School
- Food for Fines food donations benefited South Bay Community Services
- Altrusa, International of Chula Vista, which lends financial and volunteer support to our "Kinder Ready Go" Kindergarten Boot Camps, won an international Letha H. Brown Literacy Award for its work in our kindergarten readiness camps. Participants since the program began: **662 children; 1324 parents**
- 14 story times per week for young children
- Free AARP tax assistance served **956 taxpayers, a leap of 31%**
- Teen Prom Dress give-away with Princess Project
- Multicultural concerts, performances, book clubs, writers groups, crafts, seminars, author visits, cultural & holiday celebrations, environmental programs, and more

# Strong public advocacy and volunteering by a broad spectrum of residents proves value of library and the services it provides as shown in the Library Annual Report for 2015-16

## Friends of the Chula Vista Library<sup>17</sup>

- Volunteer organization dedicating to supporting and promoting the important role the library plays in our City.
- Chula Vista Public Library Foundation hosted its annual gala "Bon Appétit" fundraiser – its most successful ever – raising a record **\$27,000** toward library programs and services <sup>17</sup>
- Friends of the Chula Vista Library worked tirelessly in their bookstore and book sales, raising more than **\$50,000** to provide major support for the relocation of the Chula Vista Heritage Museum, and to purchase library materials, sponsor Summer Reading and other programs, and fund facility improvements<sup>17</sup>
- Board of Library Trustees are citizen advisers who advocate on behalf of our library and are important liaisons to our community<sup>17</sup>

## Volunteering: A Work of Heart<sup>17</sup>

- More than **250** adult volunteers donated over **3,900** hours to our branches<sup>17</sup>
- Our **193** student volunteers gave **6,809** hours of service, **20%** higher than last year<sup>17</sup>
- **24** Adult Literacy Program volunteers improved the reading skills of **55** adult learners, with **1,476** hours of tutoring<sup>17</sup>
- **55** Friends of the Library volunteered in our branches<sup>17</sup>
- Our new Chula Vista Heritage Museum had **12** volunteer docents<sup>17</sup>



# Recreation programs and services are very popular with residents and well attended

	FY 2015-2016 Estimated
Attendance of participants being served at the Norman Park Senior Center	58,525 <sup>18</sup>
Total number of Classes and Activities/Enrollment	3,859/30,596 <sup>18</sup>
Facility Attendance at Recreational Facilities	1,094,894 <sup>18</sup>
Percentage of customers who report an improved Quality of Life as a result of participation in recreation programs (participant survey)	99% <sup>18</sup>
Number of Enrolled Teams in Adult Sports Leagues	453 <sup>18</sup>
Volunteers for the Recreation Department/Number of hours logged	193 Active/1,939.25 hours <sup>18</sup>

# **Public Safety Costs and their constant campaigns for more funds have adversely affected the city and the public they supposedly serve**

- Account for 66% General Fund Net Costs.
- Have seen their annual compensation increase even through the “Great Recession” unlike most American workers, many of whom are still struggling.
- Forced City to make deep cuts in personnel who performed critical roles in maintaining and repairing infrastructure, as well as Library and Recreation staff.
- City adopted the practice of hiring hourly employees, non-benefited, primarily in Recreation and Library departments.
- Hourly employees now account for 29% of entire City staff and are paid an annual salary that is unsustainable for person living in San Diego.



**What questions do you have regarding  
City of Chula Vista employment of  
Hourly Employees?**



**WHAT DOES THE FUTURE  
HOLD FOR THE CITY OF  
CHULA VISTA?**

# **The City of Chula Vista is not the only city in California who has been experiencing budget issues**

- Cities throughout California are experiencing similar budgetary issues
- One issue common to all the municipalities is the rising costs of Public Safety
- Some California cities have had to resort to filing bankruptcy.
- Many others are implementing budget cuts or increase local taxes through ballot propositions that will require voter approval of city residents
- These cities resort to anything that will allow them to avoid addressing the real issue: Public Safety costs.

# San Bernardino and Stockton, California have filed Bankruptcy

## San Bernardino, California<sup>1</sup>

- **Date:** 8/28/2013
- **Status:** A federal judge granted the city eligibility for bankruptcy protection
- **Debt or Deficit Amount:** \$46 million-  
San Bernardino City Council voted to file for bankruptcy protection in 2012 after learning the city had only \$150,000 left in its bank accounts.

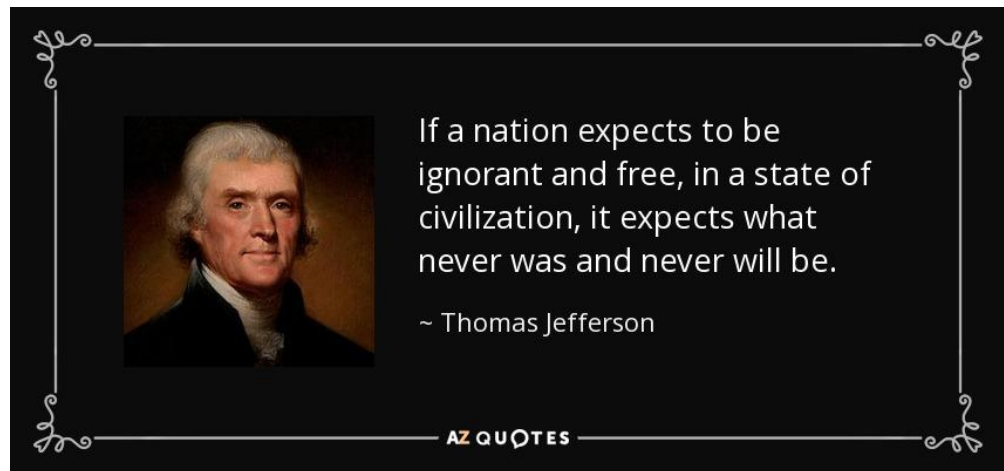
## Stockton, California<sup>1</sup>

- **Date:** 06/28/2012
- **Status:** Filed for bankruptcy
- **Debt or Deficit Amount:** \$26 million- Stockton, Calif., filed for bankruptcy after being unable to reach an agreement with its creditors. The city must pay steep pension and payroll costs while taking in less money from property taxes.



# Journalism vs. Mass Media

How their stories shape our perception of Public Safety



# Professional and legitimate journalism fulfills the important ideal of a “Free Press” as enshrined in the 1<sup>st</sup> First Amendment of the U.S. Constitution

- *Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the [freedom of speech](#), or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances.*
  - First Amendment to the United States Constitution (1791)
- *"The basis of our government being the opinion of the people, the very first object should be to keep that right; and were it left to me to decide whether we should have a government without newspapers, or newspapers without a government, I should not hesitate a moment to prefer the latter. But I should mean that every man should receive those papers and be capable of reading them."*
  - Thomas Jefferson, Letter to Colonel Edward Carrington (16 January 1787) Lipscomb & Bergh ed. 6:5
- *"Without general elections, without freedom of the press, freedom of speech, freedom of assembly, without the free battle of opinions, life in every public institution withers away, becomes a caricature of itself, and bureaucracy rises as the only deciding factor."*
  - Rosa Luxemburg, Reported in Paul Froelich, *Die Russische Revolution* (1940)



## **Journalists working for traditional news organizations, i.e. local newspapers, have provided quality, in-depth coverage of local budgetary challenges**

- Television or video format media provides subjective perspective on city budget analysis
- Advances in technology has provided the strongest and most credible argument for the need of traditional forms of news/journalism.
- In depth coverage and analysis of city budget related issues has only been done by traditional news organizations
- Requires hours of research most citizen journalists/bloggers are not willing to dedicate to issue in order to write an article that provides an objective analysis of issue. Analysis, that provides data (*proof/facts*), allowing people to form an informed conclusion and not have it “spoon fed” to them.

# Media vs. Journalism: Language matters

- **Societies that have devolved into Authoritarian States all experience a deconstruction of language.**
  - The deliberate misuse of words to mean something contrary to their officially recognized meaning, as defined by language scholars in dictionaries.
    - **Dictionary (noun)**- *A book or electronic resource that lists the words of a language (typically in alphabetical order) and gives their meaning, or gives the equivalent words in a different language, often also providing information about pronunciation, origin, and usage*<sup>1</sup>.
- **Media (noun)**<sup>2</sup> plural for of the word “medium”
  - The main means of mass communication (broadcasting, publishing, and the Internet) regarded collectively<sup>2</sup>.
    - **Medium (noun)**- *A means by which something is communicated or expressed*<sup>3</sup>
  - A vehicle to transmit to the masses a message or information, factual or not.
- **Journalism (noun)**<sup>4</sup> root word “journal”
  - The activity or profession of writing for newspapers, magazines, or news websites or preparing news to be broadcast<sup>4</sup>.
    - **Journal (noun)**- *A newspaper or magazine that deals with a particular subject or professional activity*<sup>5</sup>.
  - A record of actual events, that are subjected to a process of scrutiny to legitimize authenticity.

<sup>1</sup>“Dictionary” | Definition of dictionary in English by Oxford Dictionaries.” *Oxford Dictionaries | English*, Oxford Dictionaries, en.oxforddictionaries.com/definition/dictionary.

<sup>2</sup>“Media” | Definition of dictionary in English by Oxford Dictionaries.” *Oxford Dictionaries | English*, Oxford Dictionaries, en.oxforddictionaries.com/definition/dictionary.

<sup>3</sup>“Medium” | Definition of dictionary in English by Oxford Dictionaries.” *Oxford Dictionaries | English*, Oxford Dictionaries, en.oxforddictionaries.com/definition/dictionary.

<sup>4</sup>“Journalism” | Definition of dictionary in English by Oxford Dictionaries.” *Oxford Dictionaries | English*, Oxford Dictionaries, en.oxforddictionaries.com/definition/dictionary.

<sup>5</sup>“Journal” | Definition of dictionary in English by Oxford Dictionaries.” *Oxford Dictionaries | English*, Oxford Dictionaries, en.oxforddictionaries.com/definition/dictionary.

## **Public awareness of which forms of communication are labelled as “media” and “journalism” is important**

- **There is a very clear and distinct difference between what is deemed “media” and “journalism” in the popular vernacular.**
- **Visual forms of mass communication in our society is referred to commonly as “media”.**
  - Television or internet news, usually owned by corporations who by definition exist to provide profits for their shareholders.
  - Do not necessarily provide an objective or credible view of the issues that impact the lives of those living in the society.
  - Visual media provides reporting that is overwhelming editorial in format and always based on self-interest.
- **Journalism is a term applied to traditional forms of mass communication, newspapers, periodicals, and magazines.**
  - Those working for these types of institutions are referred to as “journalists”.
  - Articles written for these forms of mass communication are subjected to an editorial process to verify credibility and accuracy.
  - Opinion pieces are published under “appropriately” titled or classified categories, such as “editorials” or “Public Opinion”. This is an important principle that establishes a clear and distinct understanding that there is a difference between facts and opinions within a society.

## **Public trends towards internet and cable news media as primary sources of how people acquire “news” impacts public perception**

- **The substitution of the word “citizen” with the word “consumer” defines news, presently, as a product and not a vital principle of our democracy as defined in the U.S. Constitution.**
- **The gradual transformation of the “Free Press” that is enshrined in the 1<sup>st</sup> Amendment of the U.S. Constitution to serve the public good, has now become a corporate controlled media monopoly. This has had profound consequences of our democracy**
  - Stories are carefully selected and crafted to create a distinct public perception
  - Technology has become a system to deliver specific messages to the masses and therefore manufactures our perception
- **News media stories on Public Safety always reinforce the “hero” narrative and seldom provide critical analysis of the impact of their costs on local city budgets/services.**

## **Journalists working for the Orange County Register, San Diego Union-Tribune, Los Angeles Times, and many more provide a very different narrative of public safety**

- **Public Safety articles in newspapers frequently provide analysis of departmental costs and their impact on cities fiscal health and ability to provide vital services to the public**
- **Portray Public Safety as being just one vital component within a bureaucratic system that provides services to its residents.**
- **Provide historical information that is essential to the “bigger picture” and this more in depth reporting allows a person to reach an informed perspective of the issue.**
  - Avoid language and words that provoke a emotional response from audience
  - Composition of articles rely on objective language that informs, reports what occurred
  - In our society today, this type of writing is seen as boring or “elitist”

# Analysis of two different articles on the topic of Public Safety written by newspaper journalists

## Article #1

### ***"Public Safety Devours City Budgets"***

- **Published in the Orange County Register on September 14<sup>th</sup>, 2014**
- **Author of the article is Teri Sforza**
- **Provides in-depth analysis of Public Safety Costs throughout Orange County**

## Article #2

### ***"Firefighter OT Adds Up in Chula Vista"***

- **Published in the San Diego Union-Tribune on July 3<sup>rd</sup>, 2014**
- **Author of article is Joel Hoffmann and Jeff McDonald**
- **Discusses City of Chula Vista's current overtime pay policy in Fire Department and how it has allowed employees within department to become some of the highest compensated employees in the City**

## The Orange County Register published an in-depth analysis of the cost of Public Safety titled, "Public Safety Devours City Budgets" written by Teri Sforza published on Sept. 14, 2014

- **Increase costs of Public Safety in Orange County cities over the past decade<sup>6</sup>**
  - Newport Beach- **101%**
  - Laguna Woods- **81%**
  - Mission Viejo- **76%**
  - Laguna Beach- **71%**
  - Surf City- **87%**
- *"Those cities far exceed the average growth in public safety spending among all California cities between 2003 and 2013 (about 43 percent), and also outpaced the growth of all city spending (including community development, culture and leisure, general government, etc., up about 44 percent)".<sup>6</sup>*

*Sforza is a journalist for Orange County Register which is a predominantly Republican county and therefore focuses on issues that are suppose to be important to traditional Republican voters. In this case, fiscal spending on public services.*

## **“Public Safety Devours City Budgets” written by Teri Sforza published on Sept. 14, 2014 (cont.)**

- **Article then references “public perception” of Public Safety and the resulting consequences of adopting policy reflecting this perception, as well as debunking an common argument to justify cost increases; inflation.<sup>6</sup>**
  - *“All this surpassed the growth of inflation, which was up 27 percent over the same time period.”<sup>6</sup>*
  - *“Yes, public safety has long been the raison d’etre local government. But the rising costs of police, fire and other emergency services are exerting enormous pressures on city budgets. Ballooning bills for public safety pay and pensions helped drive Vallejo, San Bernardino and Stockton into bankruptcy, and have left many other cities from San Jose to Placentia in fragile financial shape.”<sup>6</sup>*
    - Raison d’etre (English literal translation: reason to be) reference to public perception of Public Safety being the more important than any other service provided by city



## **“Public Safety Devours City Budgets” written by Teri Sforza published on Sept. 14, 2014 (cont.)**

- **Sforza then continues with this somber message:**
  - *“Don’t expect sunshine to burst through the clouds anytime soon. ‘We know these costs are going to increase substantially over the next five to 10 years,’” said Michael Coleman, an analyst of California local government finances. “CalPERS (the gigantic state retirement system) has already approved increases in the employer-paid pension rates to make sure the retirement system is adequately funded. Those increases are in excess of what most cities can expect to see in terms of revenue growth.”<sup>6</sup>*
    - In other words, increases in Employee Pension costs will be greater than increase in monies collected by cities and therefore cities will be “in the red”, unable to pay outstanding debt.
  - *“So, ouch. Do more municipal bankruptcies loom on the horizon? ‘We may not see that, but we may see more and more cities get into situations where they’re cutting so much that they’re providing a horrible level of service,’” he said. “We call that ‘service-level insolvency.’ You may still be operating, but you’re not providing the level of service people expect.”<sup>6</sup>*

**Article demonstrates that City Governments throughout the state seem to be unwilling to address the increasing cost of Public Safety not just Chula Vista.**

# Sforza, then focuses on three areas that could be responsible for the increasing costs of public safety: pay, pension, and overtime

## 1. Public Safety Pay

- **Average salaries of California Public Safety Employees in 2012**
  - Police Department Employee- **\$94,652** <sup>6</sup>
  - Fire Department Employee- **\$119,456** <sup>6</sup>
- **Public Safety Employees are paid in accordance with the risk of job**
- **A single public safety job opening attracts thousands of applicants**

## 2. Pension Costs

- **Article provides important historical information that is vital to understanding how pension costs have skyrocketed**
  - *"15 years ago, when the stock market was booming, retirement systems were "super funded" and elected officials were told they could vastly sweeten pension benefits for workers without spending another dime."*<sup>6</sup>
  - In 1999, SB400 was passed, allowing CHP officers to retire at age 50 with 3 percent of their highest pay for each year worked.<sup>6</sup>
    - So, as the classic example goes, an officer with 30 years of service who made \$100,000 could retire at age 50 with a pension of \$90,000 for the rest of his life

## Sforza, then focuses on three areas that could be responsible for the increasing costs of public safety: pay, pension, and overtime (cont.)

### 2. Pension Costs (cont.)

- Sforza continues, ***"Other state workers got hikes, too, raising retirement benefits by 20 percent to 50 percent, depending on the job. This quickly put pressure on every other public agency to follow suit (or they'd lose workers to more generous agencies!)."***<sup>6</sup>
  
- **Pension increases swept through California. Sforza provides the following details in the article:**
  - 136 city and other local agencies in the California Public Employees Retirement System adopted 3-at-50 for public safety workers before 9/11.<sup>6</sup>
  
  - Another 222 adopted it after 9/11 – many of them very soon after, when wounds were most raw<sup>1</sup>
    - Huntington Beach police and lifeguard: 10/5/2001<sup>6</sup>
    - Garden Grove public safety: 10/6/2001<sup>6</sup>
    - Anaheim fire: 10/17/2001<sup>6</sup>
    - La Habra police: 1/1/2002<sup>6</sup>
    - La Habra fire: 1/2/2002<sup>6</sup>
    - Irvine police: 2/2/2002<sup>6</sup>
    - Fullerton public safety: 3/9/2002<sup>6</sup>
    - Newport Beach police: 11/30/2002<sup>6</sup>

## **Sforza, then focuses on three areas that could be responsible for the increasing costs of public safety: pay, pension, and overtime (cont.)**

### **2. Pension Costs (cont.)**

- **And the increases were *retroactive*. This may sound wonky, but it's a tremendous part of why public agencies will be squeezed so hard over the next decade.<sup>6</sup>**
  - *"It didn't matter that Joe Firefighter had been already working, say, 29 years under the old formula. Or that his city had been socking away money for his retirement based on that old formula. The one year he worked under the new formula reached magically back in time and granted unto him a pension some 50 percent richer – even though no one had put money aside for a pension 50 percent richer."*<sup>6</sup>
  
- **Today, cities routinely pump 50 cents or more into the retirement system for every one dollar in wages paid to public safety workers.<sup>6</sup>**

## Sforza, then focuses on three areas that could be responsible for the increasing costs of public safety: pay, pension, and overtime (cont.)

### 3. Overtime

- *"Because benefits for public safety workers are so expensive, many agencies decided it was cheaper to meet staffing demands with overtime paid to current workers, rather than by hiring new workers. That isn't always true, though, analyst Coleman noted, and can get a bit out of hand."*<sup>6</sup>
- More than 3,800 city workers (statewide) made more than \$50,000 in overtime in 2012, the vast and overwhelming majority of them firefighters and police officers, the controller's data shows.<sup>6</sup>
  - The top overtime-earner was a lieutenant in the San Francisco fire department, who raked in overtime of \$220,909 on top of regular pay of \$128,809 (for total wages as reported to Uncle Sam of \$362,844).<sup>6</sup>
  - No. 2 was a Richmond fire captain with \$213,061 in overtime, on top of \$112,486 in pay (total wages: \$345,695).<sup>6</sup>
  - In Orange County, the biggest overtime-earner was a Huntington Beach police officer with \$138,311 in overtime, on top of regular pay of \$86,250 (total wages: \$262,327).<sup>6</sup>

***"This is a conundrum, and it's a management issue. You can control the use and overuse of overtime."*<sup>6</sup>**  
– Michael Coleman , analyst of California local government finances

## Sforza ends her piece with what steps have been taken by cities to control the skyrocketing costs of public safety

- **Sforza states,** *"Still, several cities in Orange County kept the growth of public safety expenditures relatively low over the decade examined – down in the 20 percent to 30 percent range, near or below the rate of inflation. Several even managed to reduce public safety expenses over the last couple of years, in response to the squeeze."*<sup>6</sup>
- Sforza specifically profiles the initiatives the City of Santa Ana implemented to control Public Safety costs.

# The City of Santa Ana successfully curbed public safety costs by the use of technology and contracting out existing services.

- **As the word “bankruptcy” began being heard around City Hall a few years ago, the city officials new they had to act.**
- **City of Santa Ana outsourced Fire Department**
  - Handed over Fire Operations to the Orange County Fire Authority<sup>6</sup>
  - After hitting a high of \$195.4 million in 2009, Santa Ana’s public safety costs shrunk down to \$164.8 in 2013 after implementation.<sup>6</sup>
- **Santa Ana Police Department embraced technology that allowed greater efficiency.**
  - Transitioned from hand-held ticket writers for parking citations and moving violations, to an “enhanced Intranet information sharing portal (wikiPDA)”, to an automated vehicle locator system and more.<sup>6</sup>
  - Santa Ana also froze vacant positions and limited spending on nonessential equipment and services.<sup>6</sup>

**Result:** *Santa Ana’s increase in Public Safety was just **26 percent** over the decade<sup>6</sup>*

# Sforza also listed other cities in Orange County that keep their public safety costs equal to, or less than, the rate of inflation over the decade

- **City of Costa Mesa**

- In 2012, Costa Mesa and its firefighters agreed to a deal that restructured the department, eliminated a “minimum staffing requirement” that critics said *maximized* staffing, and is expected to save millions of dollars, officials said. <sup>6</sup>
- After hitting a high of \$69.7 million for public safety in 2009, Costa Mesa’s costs dropped to \$58.2 million in 2013.<sup>6</sup>
- **The city saw just a 26 percent increase over the decade.**<sup>6</sup>

- **City of Stanton**

- Was forced to make dramatic cuts to wrestle with a significant structural deficit, said Stephen M. Parker, administrative services director.<sup>6</sup>
- It reworked its contracts with OCFA (Before: two engines, staffed by crews of 8. After: one engine and one paramedic van, staffed by crews of five), and also with the Orange County Sheriff’s Department (**Before:** 41 positions, including 25 deputies. **After:** 33 positions, including 20 deputies).<sup>6</sup>
- Costs dropped from a 2012 high of \$13 million to \$11.6 million last year.<sup>6</sup>
- **Resulting in an increase of just 24 percent over the decade.**<sup>6</sup>



## **Sforza also listed other cities in Orange County that keep their public safety costs equal to, or less than, the rate of inflation over the decade (cont.)**

- **City of Yorba Linda**
  - Contracting out can allow cities to share the burden of overhead and lower costs.<sup>6</sup>
  - In Yorba Linda, for instance – where public safety spending hit a high of \$15.6 million in 2009.<sup>6</sup>
  - A switch from contracting with Brea to contracting with the Sheriff's Department is expected to reduce public safety expenditures to \$10.6 million, said David J. Christian, assistant city manager.<sup>6</sup>
- **Municipalities proactively implemented changes to curb the costs of Public Safety.**
- **Municipalities placed the responsibility of identifying budget cuts/cost savings initiatives on Public Safety itself, so departmental costs do not exceed the rate of inflation.**

***The leadership of these cities acted with the maturity and political will that is expected of those who have been elected to act in the interest of the city and constituents they represent, not factions.***

## **Teri Sforza's article provides a thorough overview of public safety costs in Orange County as well as how municipalities have acted to cope with their increasing costs**

- Article identifies the cost increases for providing Public Safety in cities throughout Orange County over the decade
- Identifies salaries paid to Public Safety employees and offers justification for compensation
- Explains how retirement/pension for Public Safety employees is calculated as well as how legislation was passed that has had catastrophic effects on funding future retiree obligations through CalPERS
- Explains how overtime pay has enabled Public Safety Employees to be among the highest compensated city employees statewide
- Provides an account of how municipalities have required their Public Safety departments to identify and implement budget cuts/cost savings initiatives so increases in department costs do not exceed rate of inflation

## **While Orange County municipalities have taken steps to control public safety costs, the city of Chula Vista has not.**

- The San Diego Union-Tribune Newspaper published an article titled, "Firefighter OT Adds Up in Chula Vista" on the July 3<sup>rd</sup>, 2014, detailing Chula Vista firefighters overtime pay.
- The article explains how overtime pay has enabled fire department employees to be some of the highest paid city employees.
- Almost all employees in the fire department have received overtime pay.
- Article provides cities explanation justifying their decision to pay existing staff overtime pay rather than hiring additional staff.
- Due to a lack of will by all parties involved, we are left with a problem but no solution.

## The San Diego Union-Tribune published an article on July 3<sup>rd</sup>, 2014, titled "Firefighter OT Adds Up in Chula Vista", written by Joel Hoffmann and Jeff McDonald detailing Fire Department employee overtime pay



Jim Geering, right, of the Chula Vista Fire Department, was that city's top-paid employee in 2013. [U-T file] Jerry Rife

### Critical Analysis of Photo:

Photo above appears in the article referenced above. Photo plays a very specific purpose, otherwise it would not be included in featured article. Note the amber colored hue of the air, implying there was a fire. Also of vital importance is the woman, who appears to be embracing Chula Vista Firefighter, Joe Geering, the city's highest paid employee in 2013. Her embrace is a non-verbal form of communication, a gesture of gratitude. In this case, possibly for rescuing her from the encroaching fire that these firefighters were called to extinguish. Embracing a stranger is an unusual social practice and is usually only done when the individual has performed an extraordinary act on their behalf, like rescuing them from danger. Thus, the photo reinforces the "hero" status bestowed upon firefighters.

Amazingly these firefighters uniforms are impeccably clean for fighting a fire that posed a threat to this woman's' life.

**It is always important to analyze the purpose of any images that are featured in news articles.**

## **The San Diego Union-Tribune published an article on July 3<sup>rd</sup>, 2014, titled "Firefighter OT Adds Up in Chula Vista", written by Joel Hoffmann and Jeff McDonald detailing Fire Department employee overtime pay**

- **The article focuses on how overtime pay has made Chula Vista firefighters some of the highest paid city employees and how existing city standards and policies has enabled this to become a reality.**
- **The article begins:**
  - *"The highest-paid employee in Chula Vista last year was not the city manager in charge of 960 employees and a \$283 million budget. It was James Geering, a captain in the Chula Vista Fire Department. Geering collected just over \$237,000 in salary, overtime and special compensation in 2013, about \$10,000 more than City Manager James Sandoval was paid."*<sup>7</sup>
  - *"The fire captain's \$94,000 base pay was boosted by \$130,000 in overtime and \$13,000 in special compensation, which includes everything from stand-by duty and strike-team assignments to differential pay and special projects."*<sup>7</sup>
  - *"Geering makes no apology for his salary and benefits, noting they are approved by elected officials. He also noted that every firefighter has the opportunity to work overtime, which is budgeted by the year."*<sup>7</sup>
  - *"I love this job and being able to serve the public," he said. "Yeah the money's good, but the ability to work this job is better. And I felt this way 30 years ago."*<sup>7</sup>

**The San Diego Union-Tribune published an article on July 3<sup>rd</sup>, 2014, titled "Firefighter OT Adds Up in Chula Vista", written by Joel Hoffmann and Jeff McDonald detailing Fire Department employee overtime pay (cont.)**

- **Details pertaining to Geering's' compensation as well as his comments are important because they provide very important insight on city's policy towards overtime pay.**
  1. Geering's total compensation for 2013 was \$237,000. That is nearly 4 times the average household income of Chula Vista residents **(\$65,185)**.<sup>2 7</sup>
  2. Feels his compensation and benefits are justified noting they are approved by elected officials.
    - *As guaranteed in his employment contract (MOU) that was negotiated by his Union (IAFF) and approved by City Council and Management*
    - *MOU outlines rate of compensation and benefits guaranteed to him as an employee/member of his Union/bargaining unit.*

***Geering's comments reveal the important fact that he has been able to receive his generous compensation due to a process that is overseen and approved by City Council and Management***

<sup>7</sup>Hoffmann, Joel, and Jeff McDonald. "Firefighter OT adds up in Chula Vista." *Sandiegouniontribune.com*, 3 July 2014, [www.sandiegouniontribune.com/news/data-watch/sdut-firefighter-overtime-chula-vista-2014jul03-htmlstory.htm](http://www.sandiegouniontribune.com/news/data-watch/sdut-firefighter-overtime-chula-vista-2014jul03-htmlstory.htm) <Accessed 12/15/2017><sup>2</sup>U.S.

<sup>8</sup>U.S. Census Bureau, 2010 Census of Population, Public Law 94-171 Redistricting Data File. Updated every 10 years, <http://www.census.gov/quickfacts/table/HSG010215/0613392>, <accessed 01/18/2017>

**The San Diego Union-Tribune published an article on July 3<sup>rd</sup>, 2014, titled "Firefighter OT Adds Up in Chula Vista", written by Joel Hoffmann and Jeff McDonald detailing Fire Department employee overtime pay (cont.)**

• **The article continues:**

- *"City officials and firefighters say that due to the workload quality fire service demands, it is cheaper to pay overtime than it would be to hire additional people. They point to a February 2011 consultant's report that found the city was appropriately using overtime to backfill firefighter vacancies."<sup>7</sup>*
- *"The Folsom, Calif.-based consultancy Citygate Associates said the typical Chula Vista firefighter costs the city 1.8 times his or her base pay when all benefits are included. Overtime is less expensive because it costs the city 1.5 times the base firefighter salary, the analysts found. 'Overall, the Chula Vista Fire Department overtime use is within norms for an agency its size and the opinions of Citygate should be taken in the light of a best-practices tune-up,' the report said. 'The staffing policies and management of overtime are not broken or in need of a major overhaul.'"<sup>7</sup>*

## The San Diego Union-Tribune published an article on July 3<sup>rd</sup>, 2014, titled "Firefighter OT Adds Up in Chula Vista", written by Joel Hoffmann and Jeff McDonald detailing Fire Department employee overtime pay (cont.)

- **The article then focuses on staffing standards:**

- *"Like most departments, Chula Vista staffs its fire stations with a pre-set ratio of personnel to equipment. Work schedules are designed to cover the entire jurisdiction around-the-clock, 365 days a year."*<sup>7</sup>
- *"Chula Vista firefighters generally work 10 days a month, typically in 24-hour rotations over eight-day periods. The added hours come into play when firefighters get sick or injured, take vacations or attend trainings that require their shifts to be covered."*<sup>7</sup>
- *"It's the law that you pay someone overtime when they work beyond their regular duty," Mayor Cheryl Cox said. "You must pay them and you must pay them time and a half."*<sup>7</sup>
- *"The typical 24-hour shift starts at 7:30 a.m. Firefighters are on call around the clock, but generally spend the first eight hours training and maintaining equipment, then the balance of shifts preparing meals, watching television or sleeping."*<sup>7</sup>

***The City of Chula Vista is staffing its Fire Stations 24 hours a day, 365 days a year, to respond to calls that 80-90 percent Medical Emergency Calls and could be handled by EMT's. However, unlike EMT's whose average hourly wage for this area (zip code 91910) is \$20/hr, according to Salary.com, Firefighters are paid as much as \$237,000 a year to do the work of EMT's.***



**The San Diego Union-Tribune published an article on July 3<sup>rd</sup>, 2014, titled "Firefighter OT Adds Up in Chula Vista", written by Joel Hoffmann and Jeff McDonald detailing Fire Department employee overtime pay (cont.)**

- **Under the terms of their employment (MOU) which is negotiated by the IAFF and City officials, firefighters are among the highest paid city employees:**
  - *"Almost no one employed by the Chula Vista Fire Department is limited to their base compensation, records show."<sup>7</sup>*
  - *"4 of the 10 highest paid Chula Vista employees last year worked for the Fire Department, as did 11 of the top 25, according to the payroll data, obtained under the California Public Records Act"<sup>7</sup>*
  - *"In total the South County city spent \$10.1 million on base pay for its 136 fire department employees and \$5.3 million on overtime and other compensation."<sup>7</sup>*
  - *"Fire department employees earn an average base salary of \$81,000 per year, nearly 12 percent higher than the average for all city workers."<sup>7</sup>*
  - *"Fire employees' average total compensation climbs to \$123,000 per year when overtime and special compensation are taken into account — 44 percent higher than the average total for all employees."<sup>7</sup>*

## The critical analysis of firefighters overtime pay by Government Watchdog group offers greatest insight to dilemma

- Tom Schatz, president of the Washington D.C.-based Citizens Against Government Waste advocacy group, said any local firefighter earning \$237,000 a year is questionable.<sup>7</sup>
- “Public service is supposed to be public service, not an opportunity to be paid an inordinate amount of money,” he said. “One of the reasons a lot of cities in California and elsewhere have gotten into trouble is because of compensation and benefits paid to employees.”<sup>7</sup>
- Schatz said there is little incentive for elected officials to question compensation plans until their city or county is confronting a fiscal crisis.<sup>7</sup>
- “In most cases, it’s what the union asks for, what they negotiate and what the city accepts,” he said. “They’re not going to argue it’s not the right way to do it because they already signed the agreement.”<sup>7</sup>

***In other words, City Council and Management have the authority to address and solve the issue but just lack the will to do so.***



# **What questions do you have regarding Journalism vs Media?**

## **Chula Vista residents should make sure they are up-to-date and informed on the following two issues**

- **Measure P- Initiative passed by voters to pay for infrastructure repairs and other critical items to City Operations**
- **Request for additional Public Safety Staff submitted by Police Chief Kennedy to City Council in September 2017.**
  - Cost for additional staff could cost an estimated \$30 million dollars a year.

# Measure P- What is it?

- **The city's Measure P webpage, <http://www.chulavistaca.gov/departments/public-works/infrastructure#ad-image-2>, offers the following summary describing the voter passed initiative:**
  - *“Chula Vista voters approved Measure P – a temporary, ten-year, half-cent sales tax to fund high priority infrastructure needs. Collection of the sales tax began April 1, 2017. The sales tax is projected to raise \$178 million. The Chula Vista City Council has approved an initial expenditure of \$3.2 million of Measure P sales tax funds for infrastructure”.<sup>1</sup>*
- **The funds are to be used, as of today, to upgrade police, fire, paramedic and 9-1-1 equipment, vehicles and facilities; fund streets and sidewalks; replace storm drains to prevent sinkholes; improve parks; repair recreation facilities; and repair or replace other city infrastructure.<sup>1</sup>**

# Measure P- Allocation of Funds

## Infrastructure, Facilities and Equipment Expenditure Plan (By Major Category)

Citywide Infrastructure, Facilities and Equipment Expenditure Plan  
1/2 cent Sales Tax Revenues over 10 year period  
Summary Table

### Total by Major Category

	<u>10-Year Timeframe</u>
Fire Stations Repairs/Replacement	\$ 22,839,549
Fire Response Vehicles (Apparatus)	\$ 19,847,580
Fire Safety Equipment	\$ 5,197,913
<b>Total Fire Services</b>	<b>\$ 47,885,042</b>
Police Response Vehicles	\$ 12,951,470
Public Safety Communication Systems (Dispatch and Regional Communication Systems)	\$ 7,849,290
Police Facility Repairs	\$ 1,000,000
<b>Total Police Services</b>	<b>\$ 21,800,760</b>
Streets (Arterials/Collectors/Residential)	\$ 24,474,861
Other Public Infrac. (Storm Drains, Drainage Systems, Sidewalks, Trees etc)	\$ 23,012,955
Sports Fields and Courts	\$ 16,966,595
Non-Safety Vehicles (i.e. Public Works Crews)	\$ 11,195,100
Public Facilities (i.e. Senior Center, Recreation Centers, Libraries, Living Coast Discovery Center, Womens Club etc.)	\$ 7,522,558
Traffic Signal Systems	\$ 7,000,000
Park Infrastructure (Playground Equipment, Gazebos, Restrooms, Benches, Parking etc. )	\$ 5,682,740
<b>Total Infrastructure</b>	<b>\$ 95,854,809</b>
<b>Total Proposed Allocations</b>	<b>\$ 165,540,611</b>

### Notes:

42% allocated to Public Safety and 58% allocated to Citywide Infrastructure

Actual allocations to specific projects will be brought forward as part of the annual budget with the intent to allocate resources in the major categories noted above.

# Measure P- Summary of Allocation of Funds

- **Public Safety**
  - **\$69,685,802** will be spent on Police and Fire Services.
  - **42% of all Measure P funds.**
- **Infrastructure Repairs-** Streets, storm drains, sidewalks, parks recreational centers, libraries, and other public facilities.
  - **\$95,854,809** will be spent on non Public Safety Infrastructure.
  - **58% of all Measure P funds.**

# City has promoted Measure P as being an transparent and community involved initiative

- City has provided community with update-to-date information on the progress of Measure P through its' webpage, <http://www.chulavistaca.gov/departments/public-works/road-to-measure-p>
- Citizen Oversight Committee has been established to ensure transparency of process.
- All documents and presentations regarding Measure P are available on its' webpage.

***Chula Vista Residents should read the actual text of Measure P (Ordinance No. 3371), particularly Section 3.33.150 Use of Proceeds***



# Measure P- The Devil is in the Details

- **All the documentation, webpages, and citizen participation in process demonstrates the cities good intentions. However, they are not legally binding because they are not the official adopted ordinance.**
- **The only legally binding items pertaining to Measure P are found in the adopted written legislation/ordinance.**
- **Measure P (Ordinance No. 3371) Section 3.33.150- "Use of Proceeds" contains the following language:**
  - *"The proceeds from the tax imposed by this Ordinance shall be for general governmental purposes of the City and shall be received into the general fund of the City. Nothing in this Ordinance shall constitute the tax imposed under this Ordinance as a special tax, or bind the City to use the proceeds for any specific purpose or function; the City Council shall retain the discretion to expend the proceeds of the tax for any lawful purpose of the City"*<sup>3</sup>
- **In other words, the revenue generated from Measure P can be used for "any lawful purpose of the City" not just items and infrastructure repairs detailed in the documents located on the Measure P webpage.**

## **Public Safety Staffing Study submitted to City Council on September 26<sup>th</sup>, 2017 requests an additional \$30 million dollars a year for additional staff**

- **6 months after Measure P was implemented and city began collecting the additional tax revenue from the tax increase, Police and Fire staff gave presentations on current staffing levels.**
- **In addition to the Department Presentations, Chula Vista Police Chief Roxana Kennedy submitted a 62 page report titled, "Public Safety Staffing Study- September 2017".**
  - The report provides information on past and present staffing levels, departmental workload, and present challenges facing Public Safety.
  - The report also recommends a \$30 million dollar a year increase for Public Safety for the additional staffing to meet its' current workload.
  - Public Safety contracted Matrix Group Reports to provide departmental analysis of staffing and workload.
- **Timing of request for additional Public Safety staffing after passage of Measure P seems suspicious, especially if Section 3.33.150- "Use of Proceeds" means funds can be used for *"any lawful purpose of the City"*. Does this include employee compensation?**

## Information found in Public Safety Staffing Study that may be of interest to the public

- **On page 1 of the report, the following text is found:**
  - *"Public Safety, which includes police and fire services, is a top priority in the City of Chula Vista. As part of the fiscal year 2017-18 adopted budget, the City allocated 65% of discretionary revenues to the Police and Fire Departments combined. The allocation includes 5 new police officer positions added as part of the fiscal year 2017-18 adopted budget."*<sup>4</sup>
  - *"Recently, the City also approved adding 12 firefighters in the current fiscal year. Taking into account the additional 5 police officers and 12 firefighters as well as the support staff in Finance, Human Resources, Information Technology, City Attorney and Public Works the actual allocation of the General Fund for public safety services, including support services, is likely closer to 80%."*<sup>4</sup>

***Public Safety is fully aware of the fact that they account for 65% of discretionary revenue costs. They go even further and state that Human Resources, I.T., City Attorney, and Public Works work for them as they refer to them as their "support services" and therefore they really account for 80% of discretionary revenue costs***

# The Public Safety Staffing Study provides historical background of city and cites projected growth of the city as being a factor justifying the request for additional staff

- **On page 4 of the report under the section titled, "Background", the report provides the following:**
  - *"To understand CVPD as it exists today, it is important to understand the effects of significant cuts stemming from the Great Recession. The Great Recession of 2008-2012 greatly impacted the City of Chula Vista and CVPD, resulting in steep staffing cuts which impacted all City departments. In recent years, the City began to recover from the Great Recession and is again poised for sustained growth, however, population growth and an increasing demand for police services have exceeded the fiscal recovery. Today, CVPD remains significantly understaffed compared to its own historic standards and current staffing levels of neighboring police agencies. This report will explore the consequences of severe understaffing and how it has negatively impacted public safety services provided by CVPD."*<sup>4</sup>
  - *"According to the City's latest Five-Year Residential Growth Forecast, the City's population grew by 9% from 243,916 residents in 2010 to the current estimated population at 267,917."*<sup>4</sup>
- **The background information, rightfully so, points out that the Great Recession impacted staffing in all City Departments. What isn't provided is a detail of the reduction in staffing by department which would have shown Public Safety as being the departments who have been impacted the least. Therefore, other departments could argue they are more entitled to requesting additional staff than Public Safety.**

***Residents of Chula Vista should read the Public Safety Staffing Study and form their own opinion on the proposal.***

## Volume of Calls handled by CVPD Communications Center is addressed in the report

- **On page 14 of the report, the following data appears regarding calls handled by Communications Center:**
  - ***"Some examples of 2016 Communication's Center workload include:"***<sup>4</sup>
    - *306,188 total calls handled (11,776 calls per budgeted position)*<sup>4</sup>
    - *67,048 Citizen Initiated Calls for Service*<sup>4</sup>
    - *35,091 Officer Initiated Calls for Service*<sup>4</sup>
    - *19,327 Cases/Reports issued*<sup>4</sup>

**The data regarding call volume is for the year. Of course, yearly number of calls will appear substantial, while average daily call volume provides a better perspective of workload of dispatchers**

- **306,188 total calls handled (11,776 calls per budgeted position)<sup>4</sup>**
  - $306,188/365 = 839$  calls per day
  - $839/24\text{hrs} = 35$  calls per hour
  - $11,776/365 = 33$  calls per budgeted position per day
  - $33/24\text{hrs} = 1.4$  calls per budgeted position per hour
- **67,048 Citizen Initiated Calls for Service<sup>4</sup>**
  - $67,048/365 = 184$  Citizen Initiated Calls for Service per day
  - $184/24\text{hrs} = 7.66$  Citizen Initiated Calls for Service per hour
- **35,091 Officer Initiated Calls for Service<sup>4</sup>**
  - $35,091/365 = 96$  Officer Initiated Calls for Service per day
  - $96/24\text{hrs} = 4$  Officer Initiated Calls for Service per hour
- **19,327 Cases/Reports issued<sup>4</sup>**
  - $19,327/365 = 53$  Cases/Reports issued per day
  - $53/24\text{hrs} = 2.20$  Cases/Reports issued per hour

***The total number of Citizen Initiated Calls for Service (67,048), plus the Total Officer Initiated Calls for Service (35,091), equals 102,139 calls. That leaves 204,049 calls not accounted for or explained in there breakdown of total calls handled.***

## Based on the call volume handled by the CVPD Communication Center in 2016, the report calls for additional dispatchers as well as supervisors

- *"CVPD is currently authorized 21 Police Dispatchers and 5 Police Dispatch Supervisors. This is lower than 2007 when 4 Police Dispatcher positions were eliminated due to budget cuts. The Association of Public Safety Communication Officials (APCO) standards indicate that CVPD should be staffed by a minimum of 30 Police Dispatchers, not including supervisors, based upon call volumes."*<sup>4</sup>
- *"Also, contrary to industry standards, Police Dispatch Supervisors are routinely required to handle phone calls or radio channels to keep up with call volumes and service demand. Because they are often doing line-level dispatcher tasks to keep pace with workloads, Police Dispatch Supervisors struggle to monitor and supervise their staff during critical events. This also makes it difficult for supervisors to maintain situational awareness of rapidly evolving scenarios and puts officers and the public at risk. Workload and overtime fatigue have taken a toll on Communications Center staff, to the point where a cadre of police officers routinely work overtime in the Communications Center to relieve civilian staff. This is not an efficient use of officers but is operationally necessary to keep pace with Communications Center service demand."*<sup>4</sup>

***Until the 204,049 calls that are not accounted for are verified and explained, request for additional staffing should be considered incomplete and therefore unable to render a decision.***

## The Public Safety Staffing Study also admits that crime rates have declined with a couple exceptions

- **On page 13 of the report, the following text appears in the section titled “Crime Rate”:**
  - *“Another way to measure a police department’s impact on the community is to examine macro trends like crime rates. According to a recent report on San Diego regional crime trends by SANDAG<sup>4</sup>, Chula Vista’s crime rate compares well with regional agencies which indicates CVPD is doing a relatively good job fighting crime. While this outcome is certainly positive, it is consistent with regional trends over the last 17 years during which crime rates have fallen.”<sup>4</sup>*
    - Chula Vista reported 2.63 Violent Crimes per 1,000 population for 2016; a lower rate than the San Diego regional average of 3.33<sup>4</sup>
    - Chula Vista reported 16.05 Property Crimes per 1,000 population for 2016; a lower rate than the San Diego regional average of 18.66<sup>4</sup>
    - Chula Vista’s Violent Crime rate rose 13% between 2012 and 2016. This is opposite of the regional trend of falling Violent Crime rates (-11% region-wide)<sup>4</sup>
    - Chula Vista’s Property Crime rate fell 21% between 2012 and 2016. This drop was slightly more than the regional average of a 15% drop<sup>4</sup>
    - Chula Vista’s Domestic Violence incidents have increased 9% from 2012-2016 while the regional average remained unchanged<sup>4</sup>



## Crime Rate Statistics cited from SANDAG report, "Thirty-Seven Years of Crime in San Diego Region: 1980 Through 2016", did not offer complete data on Number of Domestic Violence Incidents in Chula Vista<sup>5</sup>

APPENDIX TABLE 9  
NUMBER OF DOMESTIC VIOLENCE INCIDENTS BY JURISDICTION  
SAN DIEGO REGION, 2012, 2015, AND 2016

	2012	2015	2016	Change	
				2012-2016	2015-2016
Carlsbad	365	422	380	4%	-10%
Chula Vista	1,163	1,281	1,263	9%	-1%
Coronado	52	64	47	-10%	-27%
El Cajon	959	772	743	-23%	-4%
Escondido	918	1,181	1,139	24%	-4%
La Mesa	367	386	441	20%	14%
National City	445	458	424	-5%	-7%
Oceanside	907	1,039	985	9%	-5%
San Diego	7,188	7,393	6,818	-5%	-8%

***Number of Domestic Violence Incidents in Chula Vista did increase 9% from 2012-2016 , however, the Number of Domestic Violence Incidents from 2015-2016 ,showed a decrease of 1% . This would indicate that the Number of Domestic Violence Incidents in Chula Vista is now beginning to decrease.***

# Crime Rate Statistics cited from SANDAG report, “Thirty-Seven Years of Crime in San Diego Region: 1980 Through 2016”, did not offer complete data on Violent Crime Rate in Chula Vista<sup>5</sup>

APPENDIX TABLE 3  
VIOLENT CRIME RATE PER 1,000 POPULATION BY JURISDICTION  
SAN DIEGO REGION, 2012, 2015, AND 2016

	2012	2015	2016	Change	
				2012-2016	2015-2016
Carlsbad	2.45	1.54	1.85	-24%	20%
Chula Vista	2.32	2.68	2.63	13%	-2%
Coronado	0.86	1.09	1.03	--	--
El Cajon	3.63	3.53	3.86	6%	9%
Escondido	4.28	3.53	3.68	-14%	4%
La Mesa	3.84	3.30	3.28	-15%	-1%
National City	6.28	5.36	4.39	-30%	-18%
Oceanside	4.28	4.01	3.63	-15%	-9%
San Diego	4.17	4.05	3.83	-8%	-5%

***Violent Crime Rate in Chula Vista did increase 13% from 2012-2016 , however, the Violent Crime Rate from 2015-2016 showed a decrease of 2% . This would indicate that the Violent Crime Rate in Chula Vista is now beginning to decrease.***

# The Public Safety Staffing Study also offers a different explanation to the decrease in crime in Chula Vista

- **On page 15 of the report, the following text appears in the section titled “Patrol Division Struggles to Meet Service Demands”:**
  - **Notable areas of performance concern 2008-2016<sup>4</sup>**
    - 53% decline in officer initiated calls for service<sup>4</sup>
    - 41% decline in felony arrests<sup>4</sup>
    - 26% decline in misdemeanor arrests<sup>4</sup>
    - 49% decline in traffic citations<sup>4</sup>
    - 28% increase in traffic related deaths and injuries<sup>4</sup>
    - 10% increase in traffic collisions<sup>4</sup>
    - 51% decline in parking citations<sup>4</sup>
  - *“These statistics are indicative of a reactive patrol stance rather than one which is pro-active and service oriented. The primary factor for such reductions likely are officer workloads and lack of pro-active time to address community problems other than priority calls.”<sup>4</sup>*

***So it is the official opinion of Public Safety officials that the decrease in crime is not due to the residents of Chula Vista being law abiding citizens, it's because of the "lack of pro-active time" meaning time officers aren't doing anything and therefore they could identify individuals breaking the law. Public Safety seems to have a less than positive view of the residents they supposedly serve.***

# Fire Department request for additional staff and stations based on current response time to calls

- **Growth Management Oversight Commission (GMOC)<sup>4</sup> established a standard that would accommodate city growth.**
  - Page 47 of study the following text appears under GMOC section of study:
    - *"The GMOC metric for Fire and EMS was developed in the mid-1980's prior to the significant development in eastern Chula Vista. It was and still is intended to ensure the City's core capabilities and services at a minimum, remain what they were prior to the beginning of growth with the development of Eastlake. The Fire Department GMOC response threshold was not developed as, or intended, to take the place of policy recommendations for levels of service provided by the Fire Department."<sup>4</sup>*
    - *"The GMOC metric was originally **to respond to all calls within seven minutes 85% of the time**. Many years ago, this metric was reduced to 80%. Once again, the GMOC threshold was not intended as a measurement to impact flashover or dictate public safety outcomes. However, this is an important metric that CVFD strives to meet."<sup>4</sup>*

***In other words, the Fire Department has the sole authority to determine what the department standards are for response time to calls and are not bound to meet the metric established by the GMOC***

# Performance metric for structure fires established by Fire Department

- **On Page 50 of the study, the Fire Department identified the following performance metric for structure:**
  - *"Fire unit on-scene **within seven minutes 90% of the time, four firefighters** known as the initial Attack Force capable of establishing command, initiating fire attack and search and rescue."<sup>4</sup>*
- **The performance metric established by the Fire Department is higher than the metric established by the GMOC.**
  - The GMOC metric was originally **to respond to all calls within seven minutes 85% of the time.**<sup>4</sup>
  - Many years ago, this **metric was reduced to 80%.**<sup>4</sup>
- **Also, performance metric sites a staffing requirement that department currently is incapable of fulfilling based on current staffing levels.**

***Fire Department set a performance metric that exceeds the GMOC standard requiring a staffing model department cannot meet for fire related calls which totaled 415 in 2016.***

# Rationale for performance metric for structure fires

- **Fire Department sites OSHA as the reason for a 4.0 staffing levels on engine companies for structure fire calls.**
  - *"The best way to get water on the fire quickly is to gain access to the structure and enter with hoselines. Occupational Safety and Health Administration (OSHA) mandates that firefighters may not enter the hazardous environment without a Rapid Intervention Crew (RIC) in place to unless there is an immediate life threat."*<sup>4</sup>
  - *"To satisfy OSHA's 'Two-in-Two-out' rule, current CVFD 3.00 staffing levels require the first-in engine company to wait for the second arriving engine prior to making entry into a burning structure immediately upon arrival of the first engine on scene thereby preventing any delays in waiting for arrival of other units."*<sup>4</sup>

# Study also cites performance statistics on 4.0 person crews versus other staffing models

- **U.S. Department of Commerce, National Institute of Standards and Technology (NIST) working in cooperation with the International Association of Fire Chiefs, published a study in April 2010 on 4-person crews performance results:**
  - Complete fireground tasks<sup>4</sup>
    - 25% faster (5.1 minutes faster) than 3-person crews
    - 30% faster (7 minutes faster) than 2-person crews
  - Get water on the fire<sup>4</sup>
    - 6% faster than 3-person crews
    - 16% faster than 2- person crews
  - Complete laddering and ventilation for life safety and rescue<sup>4</sup>
    - 25% faster than 3-person crews
    - 30% faster than 2-person crews
  - Complete a primary search and rescue<sup>4</sup>
    - 6% faster than 3-person crews
    - 30% faster than 2- person crews

***Fire Department responded to a total of 415 fire calls out of the 19,891 calls for service they received in 2016. Actual structure fires accounted for 2% of all service related calls.***

# Performance metric for Emergency Medical Services (EMS) established by Fire Department

- ***"First unit on-scene within seven minutes 90% of the time, capable of establishing basic life support patient care, and initiating advanced support patient care."***<sup>4</sup>
- **Report indicates that "arriving prior to the seven minute mark is intended to provide basic life support patient care to stabilize the sick and injured."**<sup>4</sup>
- **Survivability increases significantly with the arrival of the first on-scene unit within seven minutes.**



# There are 4 Phases to handling EMS Calls<sup>4</sup>

## Phase 1- 911 Call Fire Department

- Fire unit notified
- Unit(s) responding from the station and travelling to the address of the call for service

## Phase 2- Patient Contact Fire Department

- Initial contact, treatment, and stabilization of patient

## Phase 3- Patient Transport EMT's/Ambulance

- Transport patient to nearest hospital/medical facility

## Phase 4- Medical Assistance and Patient Care Hospital

- Assess patient's medical condition
- Provide necessary treatment to patient

# Fire Department has direct control of Phase 1 and 2 of EMS events

- **Fire department handles the response and first contact with patient.**
- **In order to transport a patient to the nearest hospital, requires the appropriate medical transportation, which the fire department does not have.**
- **As a result, every EMS call requires a Fire crew and EMT/Ambulance be dispatched to call location.**
  - Both possess the same certification, skills, and training needed to service call
  - Only one is able to transport patient to hospital
- **Dispatching 2 emergency response teams to service the same call, is contrary to the study's emphasis of resource allocation.**

# CV Fire Department Overview presentation

- **At the September 26, 2017, the fire department also gave a presentation titled, "Chula Vista Fire Department Overview".**
- **Presenter was Deputy Chief Harry Muns.**
- **Presentation contained information on current budget, staffing, performance metrics on Fire and EMS calls, as well as recommendations for additional staffing.**

# Performance Metrics recommended by CVFD

## Fire Response<sup>6</sup>

- **1<sup>st</sup> unit on-scene w/in 7 minutes: 90% of the time<sup>6</sup>**
- **14 firefighters on-scene w/in 10 minutes: 90% of the time<sup>6</sup>**

## EMS (Emergency Medical Service)<sup>6</sup>

- **1<sup>st</sup> unit on-scene w/in 7 minutes: 90% of the time<sup>6</sup>**

# CVFD current performance based on established performance metrics

## Fire Response<sup>6</sup>

*Performance Metric: 1<sup>st</sup> unit on-scene within 7 minutes*

- CVFD established performance metric: **90% of the time**
- CVFD current performance metric: **63.3% of the time**

## Fire Response<sup>6</sup>

*Performance Metric: 14 Firefighters On-Site within 10 minutes*

- CVFD established performance metric: **90% of the time**
- CVFD current performance metric: **58.1% of the time**

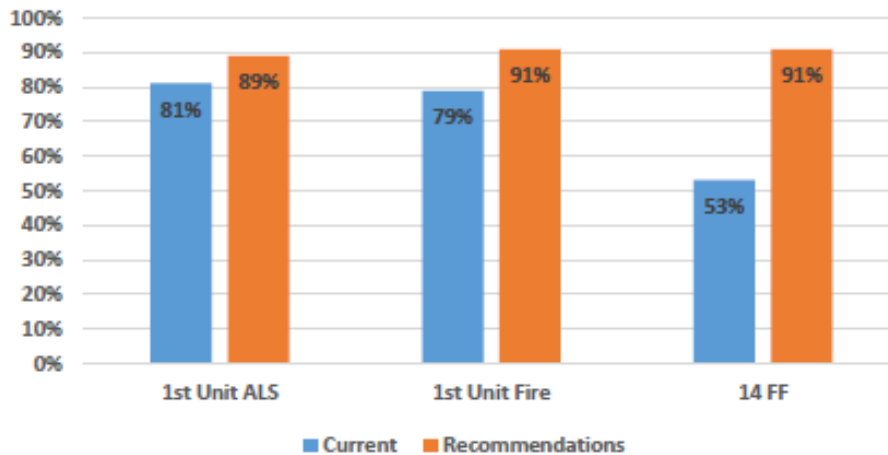
## EMS Calls<sup>6</sup>

*Performance Metric: 1<sup>st</sup> unit on-scene within 7 minutes*

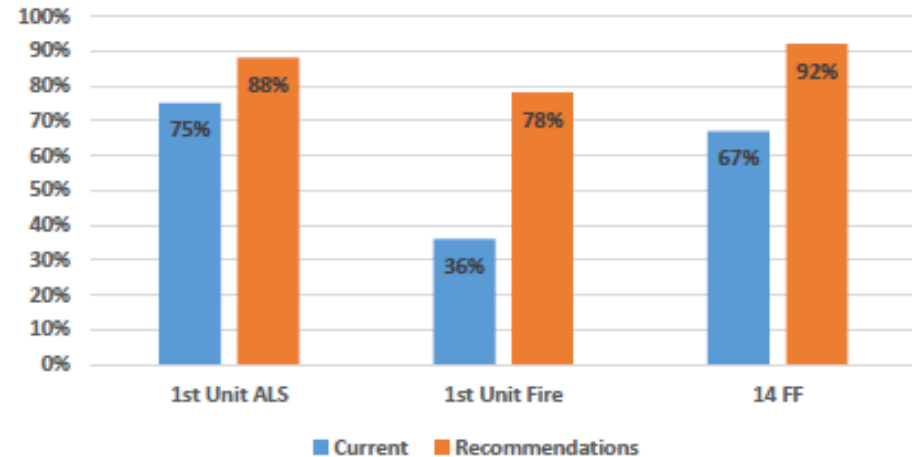
- CVFD established performance metric: **90% of the time**
- CVFD current performance metric: **80.3% of the time**

# CVFD performance by fire station in 2016<sup>6</sup>

Fire Station 1



Fire Station 2



## Fire Station 1

- **Location:** 447 F Street (NW Chula Vista)
- **Fire Calls:** 91
- **EMS Calls:** 3913
- **Total Calls: 5,548**    **Calls per day: 15.2**

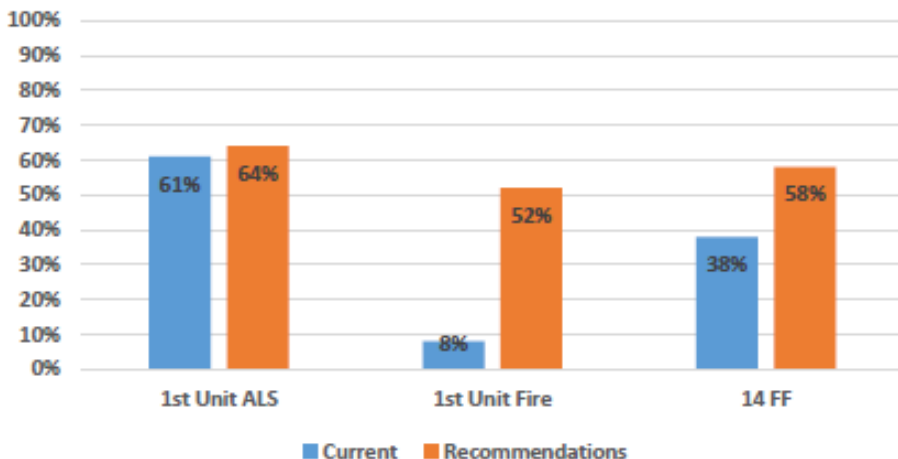


## Fire Station 2

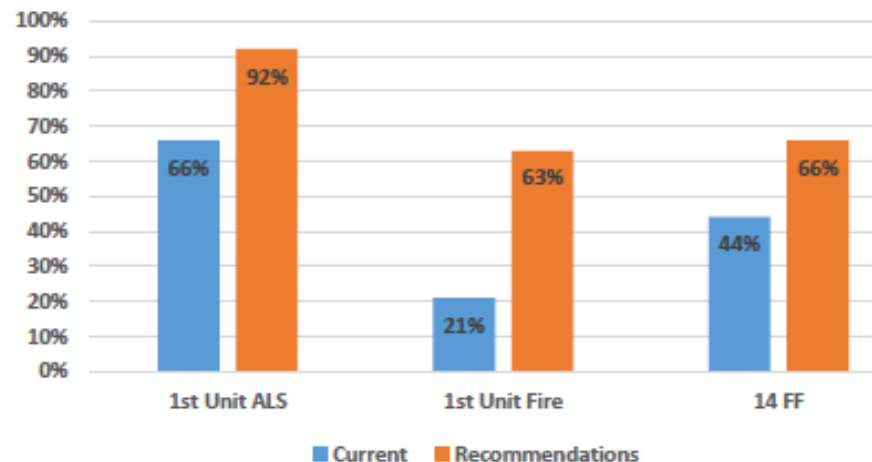
- **Location:** 80 E J Street (NW Chula Vista)
- **Fire Calls:** 32
- **EMS Calls:** 931
- **Total Calls: 1,423**    **Calls per day: 3.90**

# CVFD performance by fire station in 2016<sup>6</sup>

Fire Station 3



Fire Station 4



**Fire Station 3<sup>6</sup>**

- **Location:** 1400 Brandywine Ave (SE Chula Vista)
- **Fire Calls:** 19
- **EMS Calls:** 763
- **Total Calls: 1,113**    **Calls per day: 3.05**

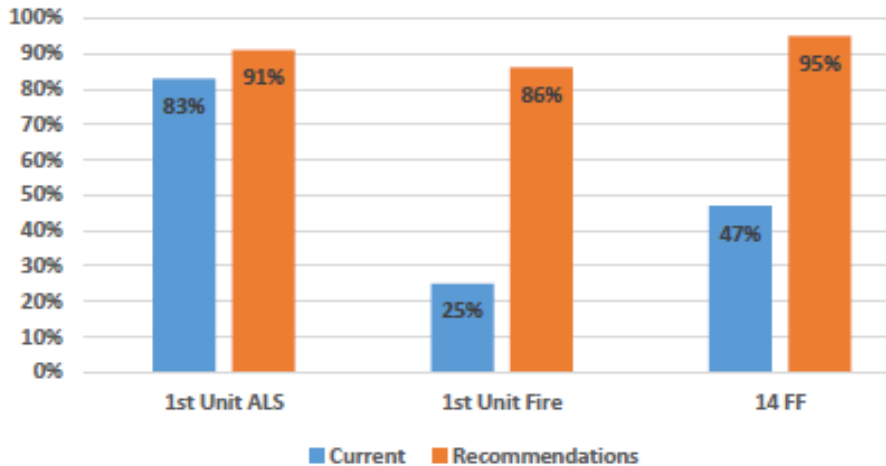


**Fire Station 4<sup>6</sup>**

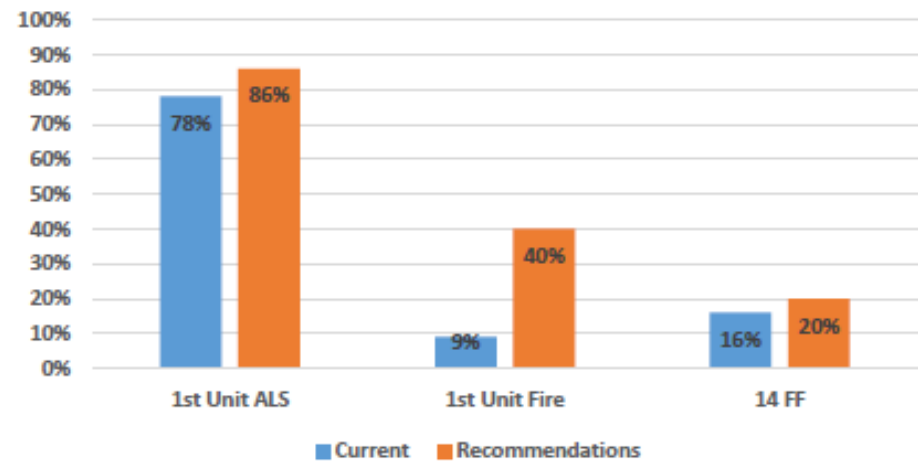
- **Location:** 850 Paseo Ranchero (NE Chula Vista)
- **Fire Calls:** 18
- **EMS Calls:** 832
- **Total Calls: 1,158**    **Calls per day: 3.17**

# CVFD performance by fire station in 2016<sup>6</sup>

Fire Station 5



Fire Station 6



## Fire Station 5<sup>6</sup>

- **Location:** 391 Oxford Street (SW Chula Vista)
- **Fire Calls:** 86
- **EMS Calls:** 3224
- **Total Calls:** 4,575 **Calls per day:** 12.5



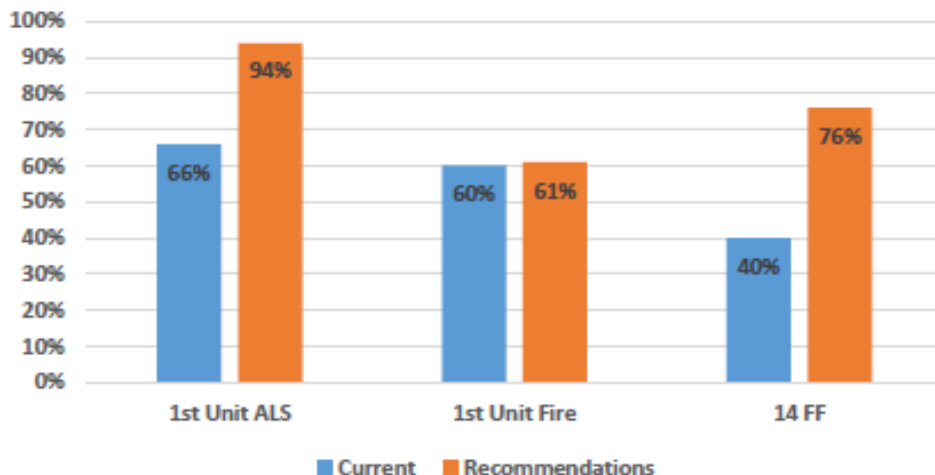
## Fire Station 6<sup>6</sup>

- **Location:** 605 Mt Miguel Road (NE Chula Vista)
- **Fire Calls:** 18
- **EMS Calls:** 538
- **Total Calls:** 793 **Calls per day:** 2.17

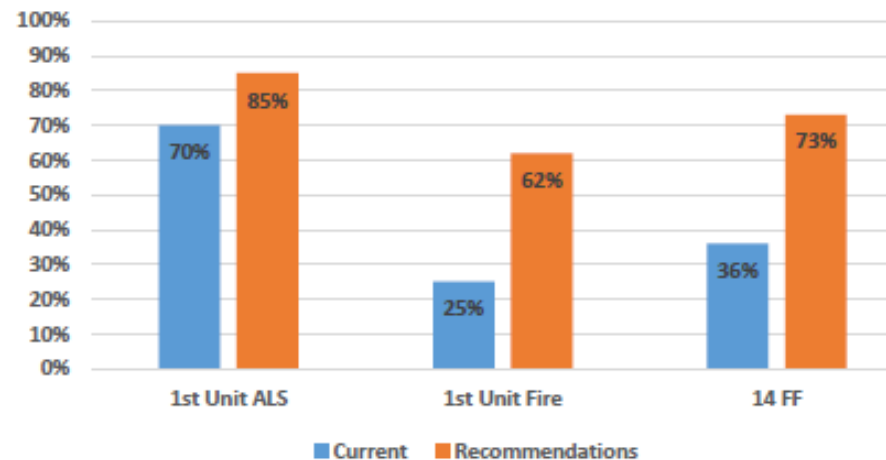


# CVFD performance by fire station in 2016<sup>6</sup>

Fire Station 7



Fire Station 8



**Fire Station 7<sup>6</sup>**

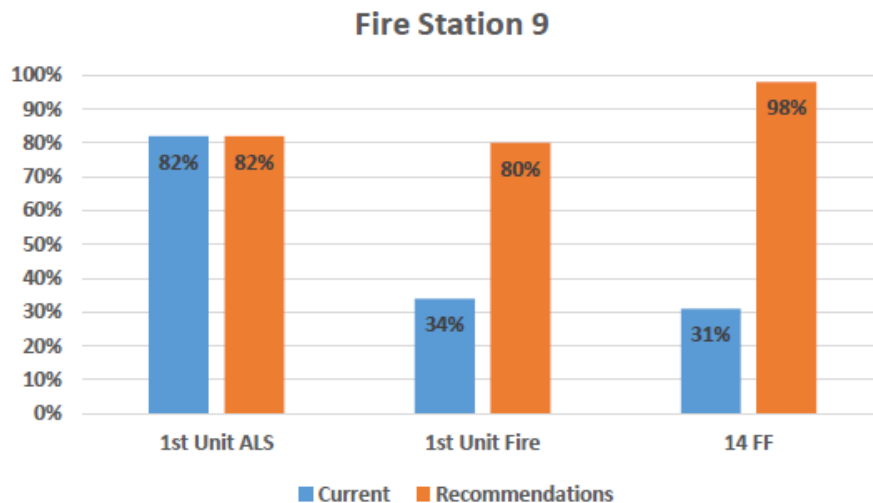
- **Location:** 1640 Santa Venetia (SE Chula Vista)
- **Fire Calls:** 17
- **EMS Calls:** 1043
- **Total Calls: 1,487** **Calls per day: 4.07**



**Fire Station 8<sup>6</sup>**

- **Location:** 1180 Woods Drive (NE Chula Vista)
- **Fire Calls:** 18
- **EMS Calls:** 720
- **Total Calls: 1,041** **Calls per day: 2.85**

# CVFD performance by fire station in 2016<sup>6</sup>



**Fire Station 9<sup>6</sup>**

- **Location:** 266 Oneida (SE Chula Vista)
- **Fire Calls:** 35
- **EMS Calls:** 1219
- **Total Calls: 1,663    Calls per day: 4.55**

# Summary of CVFD performance 2016<sup>6</sup>

- **City is divided into 2 major areas**
  - **West Chula Vista-** West of Highway 805
  - **East Chula Vista-** East of Highway 805
- **3 fire stations service West CV, 6 fire stations service East CV.**
  - **West fire stations:** #1, 2, and 5
  - **East fire stations:** #3, 4, 6, 7, 8, and 9
- **The 3 fire stations in western part of city receive more calls than all 6 stations in the eastern part of the city combined.**
  - **Total Calls received by fire stations (West CV):** 11,546 calls
  - **Total Calls received by fire stations (East CV):** 7,255 calls

# How eastern part of city was developed seems to have played a major role in fire departments low performance results

- **Although Eastern Chula Vista has twice as many fire stations as the west side of city, the stations servicing the west side have better performance results**
  - **Performance Metric: 1<sup>st</sup> Unit ALS on scene within 7 minutes: 90% of the time<sup>6</sup>**
    - West Chula Vista fire stations: 81% (#1)+ 75% (#2)+ 83% (#5) = **79.6% average**
    - East Chula Vista fire stations: 61% (#3) + 66% (#4) + 78% (#6) + 66% (#7) + 70% (#8) + 82% (#9)= **70.2% average**
  - **Performance Metric: 1 Unit Fire- on-scene within 7 minutes: 90% of the time<sup>6</sup>**
    - West Chula Vista fire stations: 79% (#1)+ 36% (#2)+ 25% (#5) = **46.67 % average**
    - East Chula Vista fire stations: 8% (#3) + 21% (#4) + 9% (#6) + 60% (#7) + 25% (#8) + 34% (#9)= **26.17% average**
  - **Performance Metric: 14 firefighters- on-scene within 10 minutes: 90% of the time<sup>6</sup>**
    - West Chula Vista fire stations: 53% (#1)+ 67% (#2)+ 47% (#5) = **55.67% average**
    - East Chula Vista fire stations: 38% (#3) + 44% (#4) + 16% (#6) + 40% (#7) + 36% (#8) + 31% (#9)= **34.17 average**
- **Distance between station and call location most likely explanation for lower performance results of fire department in eastern part of city**
  - Average number of total calls received by a fire station in East CV per day = **4.55 > total calls > 2.17**
  - Fire stations in east CV receive approximately **1 call every 6 hours** per day.

# Fire stations in East Chula Vista receive no more than 4.55 calls per day and city is adding 2 more to the area

- **Will the additional stations solve the problem?**
  - Since the fire department performance benchmarks are based on response time, has any research been conducted to ensure this will solve the issue?
  - If not, does that mean we need to build additional stations and hire additional staff to assist 1 call for service everyday
- **Require additional staff at each station**
  - No Cost Analysis for additional staff
  - What additional revenue source has been identified to cover costs
- **2016 service calls classified under ambiguous categories, need further explanation**
  - *47% of all service calls in 2016<sup>6</sup>*
    - EMS Calls categorized as "Other"- 5,346 out of 19,891 calls for 2016
    - Service calls categorized as "Good Intent"- 4,044 our of 19,891 calls for 2016
    - $5,346 + 4,044 = 9,390$  calls/19,891 total calls in 2016= 47%

## Comments by City Officials seem to indicate that Public Safety's request for additional staffing will be approved

- **In a San Diego Union-Tribune article published Oct. 7<sup>th</sup>, 2017, titled, "City Council Continues Mulling Options to Increase Public Safety Staffing", written by Allison Sampite-Montecalvo, the following comments are made by important city leaders:**
  - *"We need to hire five officers a year come hell or high water, and we need to man two new Fire Stations," said City Manager Gary Halbert.<sup>7</sup>*
  - *"It's the No. 1 priority for government- the safety of our community," said Councilmen Mike Diaz, a former Escondido firefighter<sup>7</sup>*
- **These responses come only 2 weeks after the Public Safety Staffing report was submitted to City Council.**
- **2 weeks seems hardly enough time to scrutinize the information found in the report and look at current staff expenditures in city's budget to see if request could be accommodated.**

**If the additional Public Safety Staffing is approved, under current budgetary revenues, the impact on city operations would be catastrophic.**

- **Under current City Budget levels, if additional staffing is approved without finding additional revenue to cover the costs, City would have to eliminate the equivalent of the following departments to accommodate the additional Public Safety staff:**
  - City Attorney
  - Finance
  - ITS
  - Library
  - Boards and Commissions
  - Development Services (General Fund)
  - Economic Development
  - Engineering and Capital Projects
  - City Clerk
  - City Council
  - Animal Care Facility
  - Recreation
  - Human Resources
- **Therefore identifying additional revenue to pay for additional staff is critical to accommodating the request. What other revenue is available to the city to cover these costs? Measure P.**

## The Presentations and Public Safety Staffing Study are available via the Chula Vista City Council webpage

- From the Mayor and City Council webpage, <http://www.chulavistaca.gov/departments/mayor-council>, access the City Council Meeting Agenda Calendar
- Click on Current [Agenda, Staff Report, and Streaming Video](#)
- Enter "September 26" in search field and click search
- September 26<sup>th</sup>, 2017 Meeting should appear in search results, then click on "Meeting Details"
- After you click on "Meeting Details", a list of items/files will appear, find "File #17-0403 (Agenda #10) PRESENTATION OF THE CITY OF CHULA VISTA PUBLIC SAFETY STAFFING REPORT" and click on [17-0403](#).
- Presentations will appear under attachments and are available to view or download.



# 3 out of the 5 elected officials in City Government have a direct connection to Public Safety

- **District 2- Council Member Pat Aguilar<sup>8</sup>**

- Son is a Captain in the Chula Vista Police Department



- **District 3- Councilmember Stephen C. Padilla<sup>8</sup>**

- Former Chula Vista Police Officer and Detective



- **District 4- Council Member Mike Diaz<sup>8</sup>**

- Former Escondido Firefighter



- **When the majority of our elected officials have a direct link to Public Safety, how can the residents expect them to make judicious and impartial decisions on the City's Budget.**

# We live in a democratic society which requires the people to participate in the government

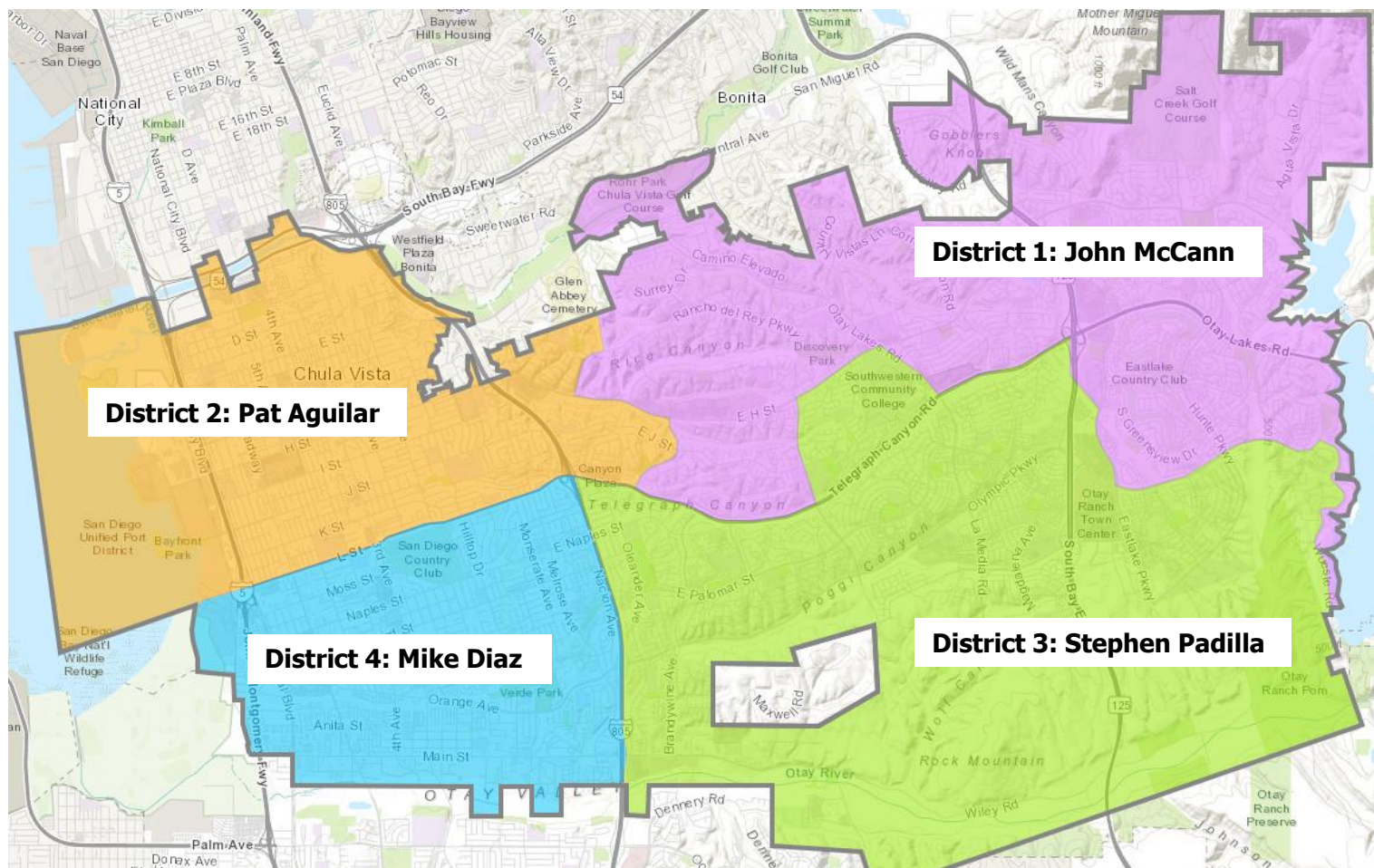
- **As it says in our Declaration of Independence:**
  - *"Governments are instituted among Men, deriving their just powers from the consent of the governed, — That whenever any Form of Government becomes destructive of these ends, it is the Right of the People to alter or to abolish it, and to institute new Government, laying its foundation on such principles and organizing its powers in such form, as to them shall seem most likely to effect their Safety and Happiness"*<sup>9</sup>
- **The people need to let their elected officials know what they want from their government and hold them accountable for pursuing their interests.**
- **If the people do not play an active part in the democratic process, they get "the government they deserve".**

# What you can do to ensure your voice is heard by your elected officials

## Contact your elected officials directly

- **Mayor of Chula Vista: *Mary Casillas Salas***
  - Contact Information:
    - Chula Vista Mayor & Council Office  
276 Fourth Avenue  
Chula Vista, CA 91910
    - (619) 691-5044 | Phone  
(619) 476-5379 | Fax
- **District 1- Council Member: *John McCann***  
(Northeast Section of Chula Vista, East of the Hwy 805, North of Telegraph Canyon Road/ Otay Lakes Road)
  - Contact Information:
    - Chula Vista Mayor & Council Office  
276 Fourth Avenue  
Chula Vista, CA 91910
    - (619) 691-5044 | Phone  
(619) 476-5379 | Fax  
email: [jmccann@chulavistaca.gov](mailto:jmccann@chulavistaca.gov)
- **District 2- Council Member: *Ms. Pat Aguilar***  
(Northwest section of Chula Vista, West of Hwy 805, North of L Street)
  - Contact Information:
    - Chula Vista Mayor & Council Office  
276 Fourth Avenue  
Chula Vista, CA 91910
    - (619) 691-5044 | Phone  
(619) 476-5379 | Fax  
@PatAguilarCV | Twitter  
[paguilar@chulavistaca.gov](mailto:paguilar@chulavistaca.gov)
- **District 3- Council Member: *Stephen Padilla***  
(Southeast Section of Chula Vista, East of Hwy 805, South of Telegraph Canyon Road/Otay Lakes Road)
  - Contact Information:
    - Chula Vista Mayor & Council Office  
276 Fourth Avenue  
Chula Vista, CA 91910
    - (619) 691-5044 | Phone  
(619) 476-5379 | Fax  
[spadilla@chulavistaca.gov](mailto:spadilla@chulavistaca.gov) e-mail
- **District 4- Council Member: *Mike Diaz***  
(Southwest Section of Chula Vista, West of Hwy 805, South of L Street)
  - Contact Information:
    - Chula Vista Mayor & Council Office  
276 Fourth Avenue  
Chula Vista, CA 91910
    - (619) 691-5044 | Phone  
(619) 476-5379 | Fax  
[mdiaz@chulavistaca.gov](mailto:mdiaz@chulavistaca.gov) e-mail

# District Map of Chula Vista



# What you can do to ensure your voice is heard by your elected officials

- **Attend City Council Meetings**
  - Meetings are held in City Hall Building at 276 F Street, Chula Vista, CA 91910
    - Civic Center located on 4<sup>th</sup> Ave and F street in downtown Chula Vista.
  - Tuesday's @ 5pm (except the 5<sup>th</sup> Tuesday of the month)
  - If you feel comfortable, submit a request to speak at a meeting.
    - If you wish to address the Council at a meeting, complete a "Request to Speak" form and submit it to the City Clerk prior to the meeting. Request to Speak forms are available in the lobby outside of Council Chambers or at the City Clerk's seat. The Mayor will call speakers to the podium at the appropriate time.
    - Generally, speakers are allotted 5 minutes for items appearing on the agenda and 3 minutes for items not on the agenda (under the Public Comments section of the agenda for all Regular Council meetings). Procedures and allotted speaking time is subject to change in accordance with the law. Please speak with the City Clerk prior to the meeting if you have any questions
- **Organize and petition your elected officials**
  - Organize a neighbor meeting and inform them of local City legislation/issues that directly impact their quality of life as residents of Chula Vista
  - Draft a petition stating your position on the issue as well as what you want your elected officials to do in regards to the issue
    - Solicit local residents to sign petition, demonstrating their support
    - Submit Petition with signatures of residents to City Council
- **Organize a peaceful demonstration outside City Hall**
  - Contact local media outlets so they can come and cover protest
  - Any publicity will help your voice get heard
- **Be vigilant and persistent in your efforts.**
  - Contact your elected representative daily, weekly, until they get sick of hearing from you, and then contact them again.

# A Poignant Story to end our meeting

- **A famous story has been told regarding Benjamin Franklin on the final day of deliberation of the Constitutional Convention in 1787.**
- **In the notes of Dr. James McHenry, one of Maryland's delegates to the Convention, a lady asked Dr. Franklin "Well Doctor what have we got, a republic or a monarchy."**
- **Franklin replied, "A republic . . . if you can keep it."**
- **What Dr. Benjamin Franklin was saying, as a student of history, he knew that every republic that failed in history, was not due to the corruption of its leaders, but due to the corruption of the people.**
- **Dr. Franklin was giving a somber warning. That if the people do not do their part in preserving the republic, then the republic will surely fail. For it is the people, that are the foundation of a republic, and without their participation, the republic will be no more.**

***Thank you for your time  
and participation!***

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## Demographics (slides 4-11)

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- <sup>3</sup> Median Household Income for California, <http://www.deptofnumbers.com/income/california/sacramento> <accessed 01/18/2017>

## The Great Recession of 2008 (slides 12-27)

- <sup>1</sup> <http://stateofworkingamerica.org/great-recession/>, <accessed 01/19/2017>
- <sup>2</sup> City of Chula Vista Adopted Budget Fiscal Year 2016-17, p. 41 <https://www.chulavistaca.gov/home/showdocument?id=13873>, <accessed 01/11/2017>
- <sup>3</sup> City of Chula Vista Adopted Budget Fiscal Year 2008-09, p.58, <https://www.chulavistaca.gov/home/showdocument?id=2550>, <accessed 10/07/2016>
- <sup>4</sup> City of Chula Vista City Budget Adopted FY 2008-09,p. 59, <https://www.chulavistaca.gov/home/showdocument?id=2550>, <accessed 09/25/2017>
- <sup>5</sup> City of Chula Vista City Budget Adopted FY 2010-11,p. 49, <https://www.chulavistaca.gov/home/showdocument?id=2518>, <accessed 09/25/2017>
- <sup>6</sup> City of Chula Vista City Budget Adopted FY 2013-14 ,p. 40, <https://www.chulavistaca.gov/home/showdocument?id=2536>, <accessed 09/25/2017>
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- <sup>8</sup> In Fiscal Year 2008-09 Animal Care Facility was included as part of the Public Works Department



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- <sup>9</sup> The decrease in the budget in fiscal year 2008-09 largely reflects the establishment of the development services fund
- <sup>10</sup> Engineering positions transferred to Public Works in fiscal year 2009-10
- <sup>11</sup> Economic Development established in FY 2016-17
- <sup>12</sup> Engineering re-established in FY 2017-18
- <sup>13</sup> City of Chula Vista City Budget Adopted FY 2011-12, p. 33, <https://www.chulavistaca.gov/home/showdocument?id=2522> <accessed 09/25/2017>
- <sup>14</sup> City of Chula Vista Adopted Budget Fiscal Year 2008-09, pp. 281 & 295, <https://www.chulavistaca.gov/home/showdocument?id=2550> <accessed 10/07/2016>
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## Public Safety: Sensationalism vs Rationalism (slides 28-46)

- <sup>1</sup> Peay, Pythia. "The Traumas of 9/11 and Its Effects on the American Psyche." *Psychology Today*, Sussex Publishers, 10 Sept. 2015, [www.psychologytoday.com/blog/america-the-couch/201509/the-traumas-911-and-its-effects-the-american-psyche](http://www.psychologytoday.com/blog/america-the-couch/201509/the-traumas-911-and-its-effects-the-american-psyche). >
- <sup>2</sup> Boon, Kevin Alexander. "Heroes, metanarratives, and the paradox of masculinity in contemporary Western culture." *The Journal of Men's Studies*, vol. 13, no. 3, 2005, p. 301+. *Academic OneFile*, go.galegroup.com.sdplproxy.sandiego.gov/ps/i.do?p=AONE&sw=w&u=sddp\_main&v=2.1&it=r&id=GALE%7CA133186564&asid=78774735963b9a0adb64c8d03425f8d8. Accessed 30 Sept. 2017.
- <sup>3</sup> "Budget Woes Force Chula Vista Police Layoffs", <http://www.10news.com/news/budget-woes-force-chula-vista-police-layoffs> <accessed 09/08/2017>
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## Crime Rates in Chula Vista (slides 47-53)

- <sup>1</sup> *Uniform Crime Reporting Statistics*, www.ucrdatatool.gov/Search/Crime/Local/RunCrimeJurisbyJuris.cfm. Accessed 8 Sept. 2017.
- <sup>2</sup> "The Job Shortage." *State of Working America*, stateofworkingamerica.org/great-recession/the-job-shortage/ <accessed 09/08/2017>
- <sup>3</sup> "Key findings." *State of Working America*, stateofworkingamerica.org/fact-sheets/key-findings/. Accessed 8 Sept. 2017.
- <sup>4</sup> <http://www.chulavistaca.gov/departments/police-department/about-us> <Accessed 09/22/2017>

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## Fire Department (slides 54-66)

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## Public Safety Compensaton (slides 67-93)

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- <sup>6</sup> The decrease in the budget in fiscal year 2008-09 largely reflects the establishment of the development services fund
- <sup>7</sup> The fiscal year 2008-09 budget reflects the implementation of the budget reduction plan and the transfer of 15.0 positions to the development services fund, these reductions are offset by the transfer of 68.75 positions from the General Services Department

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- <sup>10</sup> Decrease in Public Works Budget was due to the creation of Engineering and Capital Projects Department which was previously included in Public Works Budget
- <sup>11</sup> Ciity of Chula Vista Adopted Budget FY 2010-11, pp.55-148, <https://www.chulavistaca.gov/home/showdocument?id=2518>, <accessed 09/19/17>
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- <sup>13</sup> Economic Development Department was created in FY 2016-17
- <sup>14</sup> Engineering and Capital Projects Department was created in FY 2017-18

## Overtime Pay and Specialty Pay (slides 94-154)

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## The Wal-Mart Model of Employment (slides 155-178)

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## Items of Interest (slides 211-255)

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