

Culver City Police Department - A Budget Breakdown¹

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In 2020, the phrase “defund the police” has become common parlance as movements to reimagine public safety and reform police agencies have gained traction. “Defunding” refers to shrinking law enforcement budgets in order to shift resources and priorities to community-based services and solutions to prevent and respond to harm and conflict. In response, several jurisdictions have implemented cuts to law enforcement budgets,² some have completely disbanded their law enforcement agencies,³ while others are pushing back on budget cuts, arguing that fewer police resources would endanger public safety. Understanding how law enforcement agencies use budgeted dollars is a critical step in determining whether these budgets have been inflated and if so, how they can subsequently be decreased. Because a large portion of police budgets is allocated to salaries, a deep dive into what comprises the salaries is required. The following budget breakdown and analysis primarily relies on 2019 data from Transparent California⁴ and 2019 data received via a Public Records Act Request to the Culver City Police Department (CCPD).⁵

CCPD Budget (2019): \$44,489,770⁶

Total sworn personnel (2019): 119

**CCPD'S
BUDGET
WAS**

4x

the budget for
parks, recreation &
community services

22x

the budget for
housing protections,
rental assistance, and
homelessness projects

144x

the budget for after
school programs

41% OF CCPD'S BUDGET WAS FOR SWORN PERSONNEL'S SALARIES

The total pay for each CCPD employee is comprised of 3 different categories 1) Base Pay, 2) Overtime Pay, and 3) Other Pay. “Other Pay” is a catchall term encompassing income that does not fall into regular pay, overtime, or benefits.¹ Cash payouts through “Other Pay” significantly increase the salaries of sworn CCPD personnel, in some cases doubling their salaries.

Top 5 sworn CCPD personnel by “Other Pay”

Rank	Regular Pay	Overtime Pay	Other Pay	Total Pay (excluding benefits)
Police Chief	\$231,801	\$0	\$162,741	\$394,542
Police Lieutenant	\$139,222	\$813	\$133,356	\$273,391
Police Lieutenant	\$133,565	\$1,077	\$128,423	\$263,065
Police Captain	\$174,510	\$0	\$119,442	\$293,952
Police Lieutenant	\$106,177	\$0	\$111,050	\$217,227

Top 5 CCPD sworn personnel with the rank of police officer by “Other Pay”

Rank	Regular Pay	Overtime Pay	Other Pay	Total Pay (excluding benefits)
Officer 1	\$75,682	\$2,562	\$95,724	\$173,968
Officer 2	\$99,236	\$893	\$69,249	\$169,378
Officer 3	\$103,413	\$18,922	\$63,599	\$185,935
Officer 4	\$99,236	\$24,734	\$62,852	\$186,823
Officer 5	\$99,236	\$16,262	\$62,837	\$178,336

THE CCPD POLICE CHIEF'S “OTHER PAY” WAS HIGHER THAN THE INDIVIDUAL TOTAL PAY OF 44% OF CCPD'S FULL-TIME SWORN PERSONNEL IN 2019.

Exploring “Other Pay” for CCPD

The collective bargaining agreements of the Culver City Police Officers’ Association (CCPOA)⁷ and the Culver City Police Management Group (CCPMG)⁸ provide for the following salary increases that fall under the “Other Pay” category:⁹

1 POST PAY: Sworn police personnel qualify for POST bonuses by receiving state professional certification via the Commission on Peace Officer Standards and Training. There are six certification levels. Sworn personnel at CCPD receive a 17.5% increase to their base salary if they acquire a Supervisory POST certificate.

76% OF SWORN CCPD PERSONNEL RECEIVE A BONUS FOR POST PAY, WITH A MEDIAN SALARY INCREASE OF \$17,366.

2 LONGEVITY PAY: A salary increase allotted for reaching a certain number of continuous years of service.

HALF OF CCPD SWORN PERSONNEL RECEIVE LONGEVITY PAY, WITH A MEDIAN SALARY INCREASE OF \$7,693.

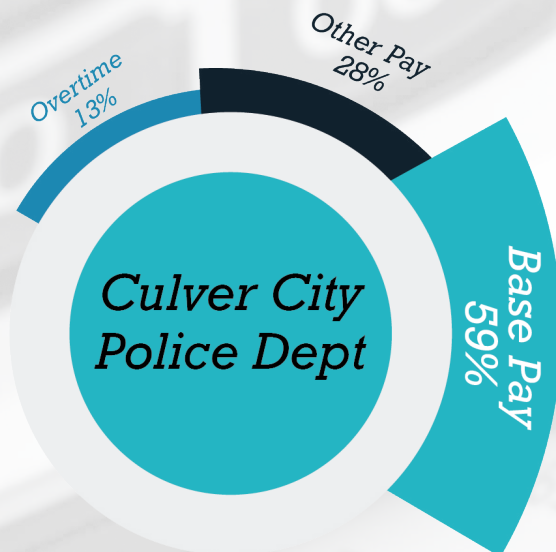
3 UNUSED VACATION: CCPD officers are eligible to receive cash payouts for any excess vacation days they accrue above the maximum amount of days allowed according to their years of service.

ALMOST ¾ OF CCPD SWORN PERSONNEL RECEIVE A CASH PAYOUT FOR UNUSED VACATION. THE MEDIAN PAYOUT FOR UNUSED VACATION IS \$6,354.81, WITH THE HIGHEST PAYOUT AT \$43,999.

4 SPECIAL ASSIGNMENTS: A salary increase of 4% is applied when an officer is given an assignment designated as special such as K-9, patrol, or school resource officer.

79% OF CCPD SWORN PERSONNEL HAVE A SPECIAL ASSIGNMENT, WITH A MEDIAN YEARLY SPECIAL ASSIGNMENT PAY OF \$4,550.

The collective bargaining agreements of CCPOA and CCPMG provide for over twice as much of a longevity pay increase compared to that of the Culver City Employees’ Association, which represents full-time non-management, non-safety, general service employees and unclassified regular part-time general service employees.¹⁰ The unused vacation policy is the same across all three bargaining units.



CCPD SWORN PERSONNEL MAKE 2 TIMES AS MUCH IN TOTAL PAY THAN OTHER CULVER CITY EMPLOYEES AND 4 TIMES AS MUCH IN “OTHER PAY” THAN OTHER CULVER CITY EMPLOYEES.

CCPD Police Officers Compared to Culver City Unified Teachers¹¹

CCPD police officers' median total pay: **\$145,633**

Culver City teachers' median total pay: **\$86,460**

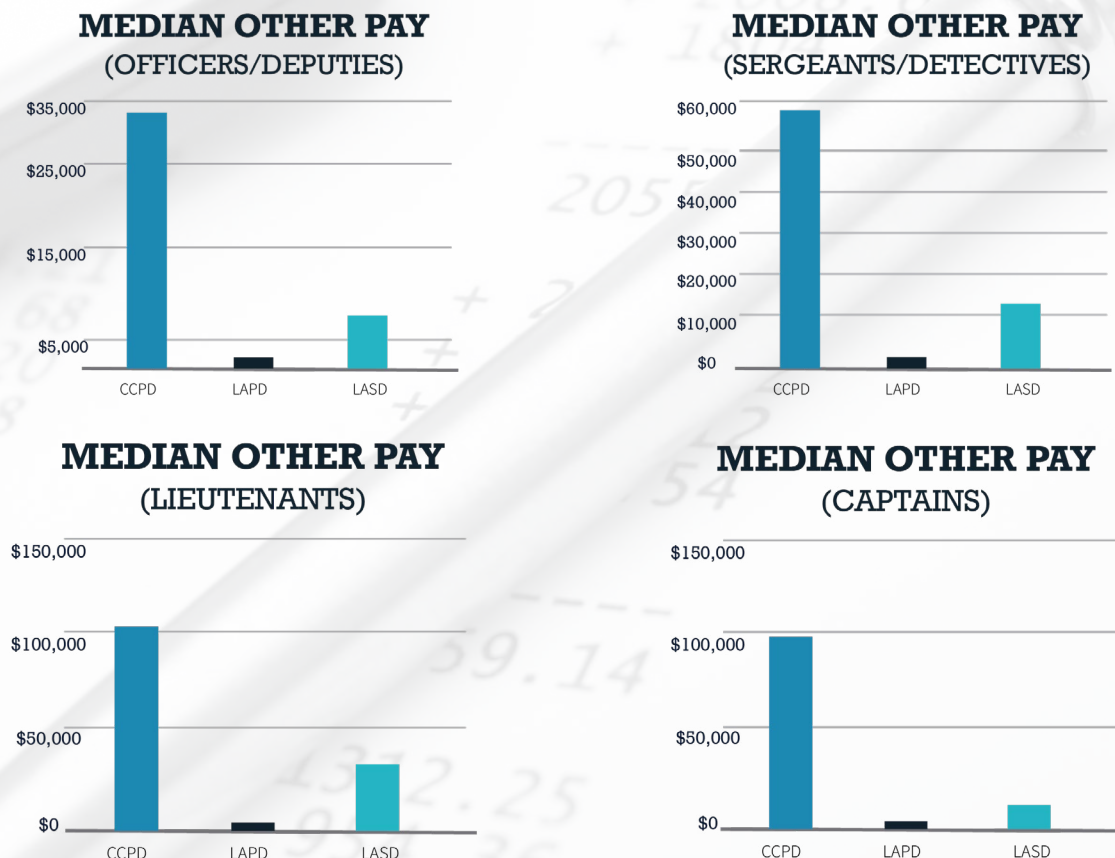
Whereas 100% of CCPD employees with the rank of police officer received some amount of "Other Pay," only 14% of teachers received "Other Pay." CCPD police officers' median "Other Pay" was 4 times the median pay of the teachers who did receive "Other Pay."

In 2018, the CCPD police chief made 4.5 times in "Other Pay" as the Culver City Unified Superintendent did in "Other Pay" and almost 1.5 times as much in total pay.

CCPD Compared to Other Law Enforcement Agencies in Los Angeles County

Through a salary ordinance enacted in 1984, Culver City has tied CCPD police officer's base salaries to those of the Los Angeles Police Department (LAPD) and the Los Angeles Sheriff's Department (LASD)—that is, CCPD police officers must make at least as much as officers in comparable positions within LAPD and LASD.¹² They can, and do, make more.

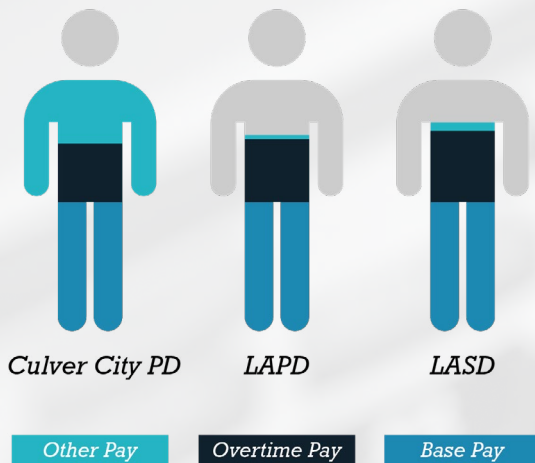
The median "Other Pay" for CCPD personnel across ranks far outpaces that of LAPD and LASD:



If CCPD reduced its "Other Pay" budget to equal the average "Other Pay" of LAPD, they would save \$4.8 million per fiscal year, the equivalent of 10% of their 2019 budget.

These savings, if shifted to other departments within Culver City, could increase the after-school programs budget 16 fold or could double the budget for housing protections, rental assistance & homelessness projects.

Breakdown of Median Total Pay (All Positions)



% of budget for salaries spent on “Other Pay” :

CCPD = 28%

LASD = 9%

LAPD = 4%

LAPD and LASD’s current collective bargaining agreements for those ranked as police officers/ deputy sheriffs do not allow for the same type of increases to “Other Pay” as CCPOA’s agreement.

Unused vacation:

CCPD police officers are eligible to receive cash payouts for any excess vacation days they accrue above the maximum amount of days allowed according to their years of service. There is no limit to the number of days for which they can cash out.¹⁹

In comparison, LAPD police officers **DO NOT** have the option to cash out their vacation days.²⁰ LASD deputy sheriffs can cash out vacation days after they accumulate 480 unused hours, but they are limited to cashing out a maximum of 160 hours per year.²¹

POST Pay:

CCPD gives a 9.5%¹³ increase to police officers with an Intermediate POST certificate as compared to 8.3% at LASD¹⁴ and 1% at LAPD.¹⁵

Longevity Pay:

CCPD starts increasing salaries for longevity at 10 years of service, which increases yearly pay by \$5,000 annually.¹⁶ LAPD also starts increasing salaries at the 10 year mark, but only by \$2,902 annually.¹⁷ LASD does not start giving longevity salary increases until a deputy has reached 20 years of service.¹⁸

Special Assignment Pay:

CCPD police officers receive a 4% salary increase once placed on any special assignment.²² Among other special assignments, LASD gives their deputy sheriffs a 5.5% increase for a special assignment of motor patrol, but a 1% increase for the patrol special assignment.²³ As of September 1, 2019, LAPD eliminated many of these salary incentives for special assignments, however police officers do receive at 1.3% increase in annual salary as a patrol bonus.²⁴

¹ The authors of this report sent California Public Records Act Requests (PRA) to nine different law enforcement agencies around Los Angeles County. This is the first in a series of budget reports that the authors intend to release.

² Austin cut its police department budget by one third. Jemima McEvoy, Austin Cuts Police Budget by a Third as Defunding Efforts Gain Momentum, FORBES <https://www.forbes.com/sites/jemimamcevoy/2020/08/13/austin-cuts-police-budget-by-a-third-as-defunding-efforts-gain-momentum/#492df7ba56b6> (Aug. 13, 2020). The Los Angeles City Council voted to cut the Los Angeles Police Department by \$150 million. Anabel Munoz, Los Angeles City Council Votes to Cut LAPD Budget by \$150 Million, KABC (Jul. 2, 2020), [https://abc7.com/los-angeles-city-council-votes-to-cut-lapd-budget-by-\\$150-million/62890371](https://abc7.com/los-angeles-city-council-votes-to-cut-lapd-budget-by-$150-million/62890371).

³ Most notably, after George Floyd was killed by an officer in the Minneapolis Police Department, the Minneapolis City Council voted to completely disband the Minneapolis Police Department. Reuters, Minneapolis City Council Resolves to Replace Police with Community-Led Model (Jun. 12, 2020), <https://www.reuters.com/article/us-minneapolis-police-protests-reform/minneapolis-city-council-resolves-to-replace-police-with-community-led-model-idUSKBN23J2W5>.

⁴ Transparent California, <https://transparentcalifornia.com>.

⁵ All PRA data and documents received from CCPD are on file with the authors. The analysis contained in this report is based on salary and budget reports from 2019, unless otherwise stated.

⁶ City of Culver City Open Budget, 2019 calendar year budget, available at: <http://budget.culvercity.org/#/year/2019/operating/0/service/Public+Safety/0/departments?vis=barChart>.

⁷ Master Memorandum of Understanding between City of Culver City and the Culver City Police Officers Ass’n, July 1, 2019-June 30, 2022, 9 (hereinafter “CCPOA MOU”).

⁸ Master Memorandum of Understanding between City of Culver City and Culver City Police Mgmt. Grp., Jul. 1, 2015 – Dec. 31 2020.

⁹ This is not an all-inclusive list as “Other Pay” also consists of unused sick leave pay, wellness bonuses, and uniform payment among other categories. These four were chosen as they were among the most frequent and highest increases paid to CCPD.

¹⁰ Master Memorandum of Understanding between City of Culver City and Culver City Employees’ Ass’n, July 1 2017- June 30, 2020.

¹¹ This is 2018 data as Transparent California only has 2018 data for Culver City Unified.

¹² Culver City Mun. Code § 3.05.210.

¹³ CCPOA MOU, at 9.

¹⁴ Los Angeles Cnty. Code § 6.10.105(A)(1)(b).

¹⁵ Memorandum of Understanding No. 24 by and between the City of Los Angeles and the Los Angeles Police Protective League, Aug. 1 2019 – June 30, 2022, 43 (hereinafter “LAPPL MOU”).

¹⁶ CCPOA MOU, at 17.

¹⁷ LAPPL MOU, at 121.

¹⁸ Memorandum of Understanding for Joint Submission Regarding the Peace Officers by and between Authorized Mgmt. Representatives of the Cnty. of Los Angeles and Ass’n. of Los Angeles Deputy Sheriffs, Oct. 16, 2018 – Jan. 31, 2021, 20 (hereinafter “LASD MOU”).

¹⁹ CCPOA MOU, at 42.

²⁰ LAPPL MOU, at 61; see also Memorandum of Understanding No. 25 by and between the City of Los Angeles and the Los Angeles Police Command Officers Association, Aug. 1, 2019 – June 30, 2022, 13.

²¹ LASD MOU, at 26.

²² CCPOA MOU, at 12.

²³ LASD MOU, at 21.

²⁴ LAPPL MOU, at 123.