

# Santa Monica Police Department

## - A Budget Breakdown -

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This report summarizes public data on the money spent by the Santa Monica Police Department (SMPD) on its total budget and unsworn and sworn employee salaries. This research has four main findings. First, between 2015 and 2020, the total police budget for SMPD increased by 23 million dollars. Second, the majority of SMPD's budget (63%) is spent on employee salaries, which includes unsworn and sworn SMPD employees. Third, SMPD sworn employees<sup>1</sup> earned a median annual salary of \$190,210 in 2019, 35% of which (\$67,449) was from overtime and Other Pay. Fourth, SMPD employees classified as police officers had the highest median total pay when compared to police officers in ten other agencies within Los Angeles County.

### About the Data

This report relies on several sources of data. First, data on SMPD overtime and Other Pay payments for calendar year 2019 and 2020 were obtained from SMPD through California Public Records Act requests (CPRA).<sup>2</sup> Second, Santa Monica Police Officer Association (SMPOA) memoranda of understanding (MOUs)<sup>3</sup> from the years 2014 through the present were obtained from SMPD through the city's website.<sup>4</sup> Third, the City of Santa Monica's budget reports and city expenditures from 2015 through the present were obtained from the city's website.<sup>5</sup> Fourth, government employee salary information was obtained from Transparent California, a website that provides public information on government employee salaries.<sup>6</sup>

### QUICK FACTS 2019

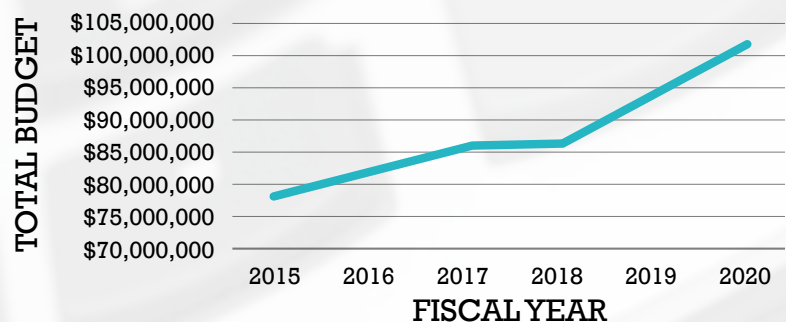
SMPD budget: **\$94,167,032<sup>7</sup>**

Total SMPD employees (sworn and unsworn employees): **511<sup>8</sup>**

Total salary budget: **\$59,743,726<sup>9</sup>**

Percentage of SMPD budget spent on salaries: **63%**

**Table 1: Santa Monica Police Department Budget Over Time**



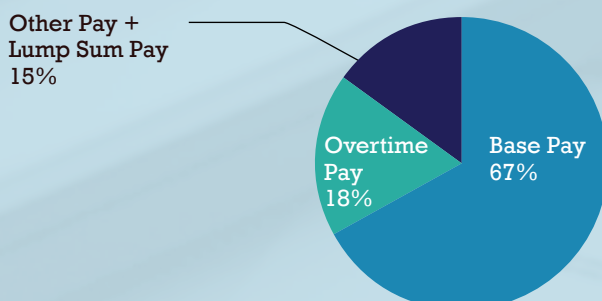
Between the years 2015 to 2020, the Santa Monica Police Department spent **\$179 million dollars** on full-time sworn employees' salaries.<sup>10</sup>

**In 2019, the amount of funding allocated by the City of Santa Monica to SMPD was:**

**2 x** the amount of City funding allocated to the **Santa Monica Fire Department<sup>11</sup>**

**7 x** the amount of City funding allocated to the **Santa Monica Public Library<sup>12</sup>**

**Figure 1: Salary Budget By Category (2019)**



There are four different components to police salaries. All employees receive a base salary, which is an employee's regular pay and calculated at an hourly rate. In addition, a majority of employees are eligible to receive "overtime pay," which is pay for hours worked in addition to the hours the employee was originally assigned to work. Employees can also receive "Other Pay," which can be for special assignments or educational attainment among other categories, and "lump sum pay,"<sup>13</sup> which are one-time payments that may include payoffs for unused vacation or sick time.

In 2019, the total salary budget for all SMPD employees was **\$59,743,726**. **\$40,233,308** of the total salary budget, or **67%**, went toward base salaries.

**\$10,589,427**, or **18%** of the total salary budget, comprised overtime payments. **\$8,920,991**, or **15%** of the total salary budget, was allocated to Other Pay.

# Santa Monica Police Department – Overtime Pay

## Total Spent on Overtime in 2019: \$10,589,427

While 67% of the salary budget was spent on base pay in 2019, 18% went to overtime pay. The following overtime provisions apply to sworn employees, except for those classified as Police Lieutenant, Captain, and Deputy Police Chief, unless otherwise stated.<sup>14</sup>



1. **General Overtime Pay**—if an officer has to work in excess of their regularly assigned work day, they receive overtime pay at the rate of 1 ½ times their regular rate of pay. In 2019, the total spent on general overtime pay was **\$8,415,866**.



2. **Off Duty Appearances**—if an officer must appear at an official proceeding while off duty, they are paid a minimum of three hours overtime pay at the overtime rate of 1 ½ times their regular rate of pay. SMPD is unable to disaggregate the total spent on off duty appearances, however spending in this category is included in the general overtime pay figure above.



3. **Call Back Pay**—if an officer is called back to work outside of their regularly scheduled hours, they are paid a minimum of four hours overtime pay at the overtime rate of 1 ½ times their regular rate of pay. In 2019, the total spent on call back pay was **\$209,623**.



4. **Telephone Calls While Off Duty**—if an officer receives a telephone call while off duty regarding a work-related issue, they are entitled to a minimum of two hours of overtime at the rate of their standard pay. In 2019, the total spent on overtime for telephone calls while off duty was **\$5,641**.



5. **Official Appearance Standby**—if an officer is placed on a standby or on call status, and that status begins within three hours of their scheduled time to begin working, the employee will receive pay at the rate of their standard pay for the time they are on standby/on call outside of their regular work schedule. In 2019, the total spent on overtime for official appearance standby was **\$120,410**.



6. **On-Call Pay**—if an officer is on call and is also required to respond back to work during a seven-day time period, they receive overtime pay at the rate of 1 ½ times their regular rate of pay for the actual amount of time they work if they are called back to work. They also receive \$200 for the seven-day period. In 2019, the total spent on on-call pay was **\$136,000**.



7. **Filming Assignments**—if an officer is assigned to a filming assignment, they receive overtime pay at the rate of 1 ½ times their regular rate, with a minimum of eight hours of overtime pay guaranteed. The City of Santa Monica is reimbursed by the filming companies for these expenditures. In 2019, the city was reimbursed **\$401,047** for the money it paid sworn employees to staff filming assignments.



8. **Special Events**—SMPD Captains and Lieutenants receive overtime compensation at their straight time rate of pay while working special events when the work exceeds their regularly scheduled work hours. In 2019, the total spent on overtime for special events was **\$4,721**.

### What is standard pay vs. regular rate of pay?

**Standard pay** = base salary without additional bonuses or supplemental pay.<sup>15</sup>

**Regular rate of pay (RRP)** = base salary plus longevity and educational incentives as well as any other categories of pay included in the Fair Labor Standards Act.<sup>16</sup>

The pay for the majority of the overtime categories is calculated using RRP. For sworn employees, this can be much higher than their base salary, thus increasing the amount they receive in overtime pay.

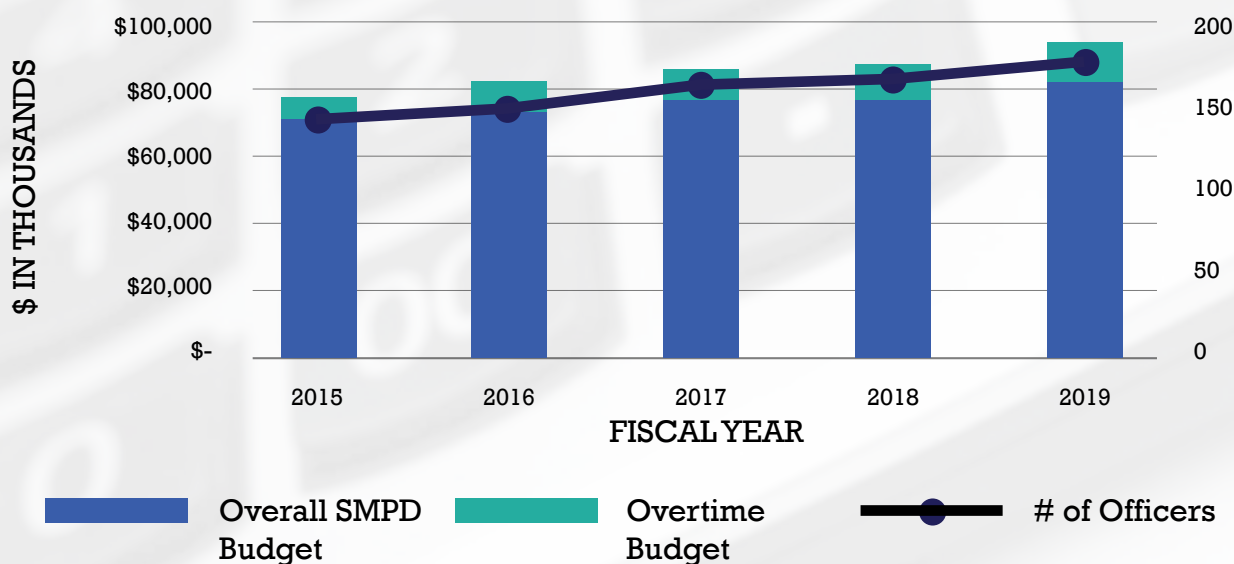
# Santa Monica Police Department – Overtime Pay Continued

**Table 2. Highest Overtime Pay Paid to Sworn Employees, 2019**

Rank	Base Salary	Overtime Pay	Other Pay	Total Salary (excluding benefits)
Police Officer #1	\$114,631	\$178,162	\$42,758	\$335,551
Police Officer #2	\$107,603	\$151,249	\$15,764	\$274,616
Police Officer #3	\$114,631	\$137,283	\$35,629	\$287,543
Police Officer #4	\$114,631	\$135,195	\$47,202	\$297,028
Police Sergeant	\$152,398	\$132,825	\$50,709	\$335,932

**96%** of SMPD full-time sworn employees made less in base salary than the overtime pay of the sworn SMPD officer with the highest overtime pay. This officer also received more in overtime pay than the total pay (base salary, overtime pay, other pay, and lump sum pay) of **42%** of full-time sworn employees. Three SMPD full-time sworn employees made more than the SMPD Police Chief in total pay, in part due to their high rates of overtime pay.

**Figure 2: Share of Overtime in Total Budget & Number of Personnel Classified as Police Officers from 2015-2019**



Between 2015-2019, the median SMPD **overtime pay increased by 59%**.



Over the same period of time, **arrests increased by 26%**.



The **number of employees classified as police officers increased by 22%**.<sup>17</sup>



# Santa Monica Police Department – Other Pay

**Total Spent on Other Pay in 2019: \$8,920,991**

“Other Pay” encompasses income, such as lump sum pay, that does not fall into base salary or overtime pay.

## Other Pay Categories

Sworn employees can receive **Other Pay** in the following ways:<sup>18</sup>



1. **Longevity Pay**—Additional monthly compensation for years of continuous service.



4. **Promotional Pay Rate**—An increase in pay for a sworn employee who is being promoted to a new position and their current salary is equal to or greater than the entrance salary of the new position.



2. **Canine Officer Pay**—For sworn employees assigned to canine officer detail.



5. **Acting Pay**—When a sworn employee is directed to perform the duties and assume the responsibilities of someone in a higher position for at least 80 hours.



3. **Bilingual Pay**—A monthly flat rate of pay for sworn employees who are assigned to a position that requires them to speak or translate a language other than English on a regular basis.



6. **Educational Incentive Pay**—Police Officers, Sergeants, Lieutenants, and Captains are paid an additional amount based on their level of higher education at an accredited college, or by their level of state certification through the Commission on Peace Officer Standards & Training (“POST”).

These forms of **Other Pay** are not exclusive, so one officer can receive several of these categories of **Other Pay**.

**Table 3. Highest Other Pay Paid to Full-Time Sworn Employees, 2019**

Rank	Base Salary	Overtime Pay	Other Pay	Total Salary (excluding benefits)
Police Captain #1	\$164,018	\$10,831	\$105,732	\$280,581
Deputy Police Chief	\$121,732	\$15,754	\$103,157	\$240,283
Police Captain #2	\$120,913	\$14,322	\$96,871	\$232,106
Police Captain #3	\$184,991	\$6,907	\$91,064	\$282,962
Police Captain #4	\$138,345	\$10,662	\$86,323	\$235,330

## Educational Incentive Pay

SMPOA’s MOU states that sworn employees will receive a 12.8% increase in their base salary for having an Advanced POST Certification or a bachelor’s degree in a field relevant to the profession.<sup>19</sup> Currently, Los Angeles Sheriff’s Department’s (LASD) deputies and Los Angeles Police Department (LAPD) officers receive only a 5.6% and 2% increase in their base salary, respectively, for having either an Advanced POST certification or a bachelor’s degree.

**Table 4. Comparison of Educational Incentive Pay Base Salary Increases for SMPD, LASD, and LAPD**

SMPD	LASD	LAPD
12.8%	5.6%	2%

While comparing Educational Incentive Pay among local police departments is informative, comparing SMPD’s Educational Incentive Pay to the educational incentives provided to other professionals may also be helpful in conceptualizing this form of Other Pay. There are many other professions where education is considered either beneficial or a requirement to meet a standard level of performance, including teachers.

Santa Monica-Malibu Unified School District (SMMUSD) certificated teachers are placed into different base salary groups and within each group is a step-based salary scale.<sup>20</sup> These groups are based on how many graduate level semester units an individual teacher has completed. In 2019, a Group I certificated teacher with a bachelor’s degree and zero graduate level semester units made \$50,980 per year. A Step One sworn employee with the classification of Police Officer with no higher education made \$94,140 in the same year, almost twice as much. That same officer with a bachelor’s degree in a field relevant to policing made \$106,190. A SMMUSD teacher would need to have their BA plus seventy or more graduate level units and be towards the higher end of that group’s salary scale in order to make a comparable salary.

## How does SMPD compare to other departments in Los Angeles County and within the City of Santa Monica?

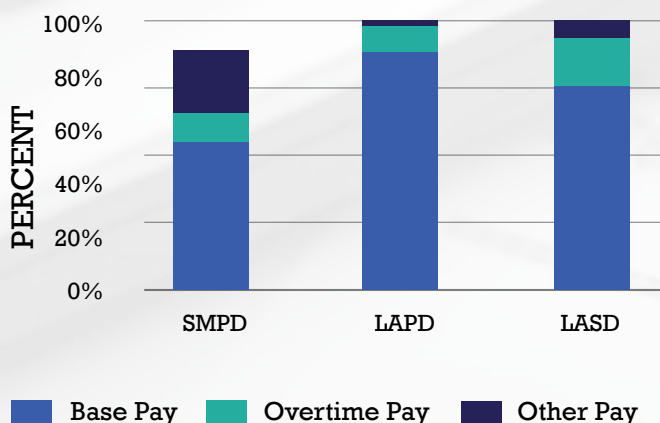
The SMPOA MOU includes an equity adjustment, a provision that goes into effect each year.<sup>21</sup> In the 2020-2022 MOU, the provision is suspended for that time period, although it could go back into effect as the MOU authorizes yearly amendments.<sup>22</sup> The equity adjustment provision states that, if necessary, the Step Five base salary of each job classification covered by the MOU will be increased by the amount necessary to make the **net pay**<sup>23</sup> of the classification of Police Officer “to be the second highest of the ‘net pay’ paid to employees at top step, with five (5) years of service, of a comparable classification in the following local police departments” and then lists ten other police departments.<sup>24</sup> This provision ensures that SMPD has parity in pay across these other departments. Even though SMPD engages in a calculation to achieve the second highest net pay amongst the below departments, the median base pay and total pay for those classified as police officers is highest for Santa Monica.

**Table 5. Median Salary Comparisons of Those Classified as Police Officers Across Departments Listed in the Equity Adjustment Provision of the 2020-2022 MOU**

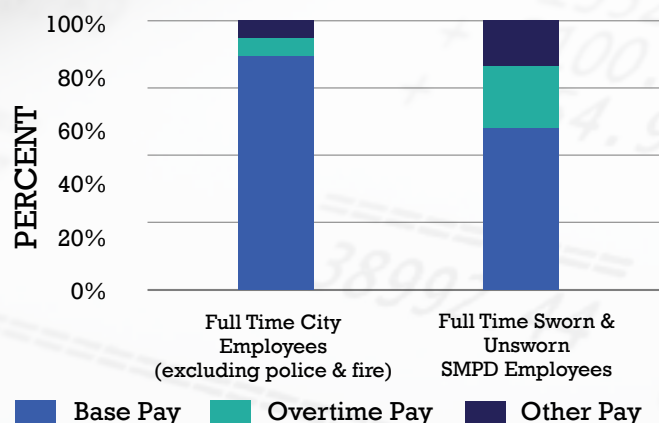
	Median Base Pay	Median Overtime	Median Other Pay	Median Total Pay
<b>Santa Monica</b>	\$114,631	\$33,432	\$24,540	\$173,714
<b>El Segundo</b>	\$113,004	\$1,364	\$22,454	\$141,100
<b>Beverly Hills</b>	\$110,010	\$29,485	\$20,985	\$160,043
<b>Glendale</b>	\$101,728	\$25,174	\$27,892	\$172,673
<b>Pasadena</b>	\$99,463	\$28,252	\$13,872	\$145,068
<b>Gardena</b>	\$97,070	\$14,645	\$32,676	\$141,747
<b>Culver City</b>	\$96,587	\$21,527	\$30,360	\$151,215
<b>Torrance</b>	\$93,421	\$19,892	\$40,800	\$157,030
<b>Inglewood</b>	\$86,578	\$25,141	\$21,813	\$132,904
<b>Redondo Beach</b>	\$85,715	\$17,538	\$42,005	\$145,183
<b>Burbank</b>	\$84,266	\$21,800	\$45,128	\$150,578

As seen in Figures 3 and 4 below, the percentage of the SMPD's salary budget that is spent on overtime pay and Other Pay is higher than that of LAPD, LASD, and other City of Santa Monica employees. While SMPD spent 18% of its budget for salaries on overtime pay in 2019, LAPD spent 13% and LASD spent 15% in the same year.<sup>25</sup> The base starting salary for LAPD officers is 28% less than that for SMPD officers.<sup>26</sup> The City of Santa Monica spent 6% of its budget for salaries on overtime pay and 5% on Other Pay in 2019 for full-time city employees (police and fire department employees) as compared to 18% on overtime and 14% on Other Pay for all SMPD in the same year.<sup>27</sup>

**Figure 3. Breakdown of Total Pay for Sworn and Unsworn Employees of LASD, LAPD, and SMPD**



**Figure 4. Breakdown of Total Pay for City of Santa Monica versus All Full-Time Sworn and Unsworn SMPD employees**



## Endnotes

- 1 In this report, sworn employees refers to those employees who are members of the Santa Monica Police Officer Association (SMPOA), which are employees with the classifications of: police officer, sergeant, captain, lieutenant, and police chief.
- 2 All public records act request data received from SMPD are on file with the authors.
- 3 On a regular basis, the Santa Monica Police Officers Association (SMPOA), the union that represents certain sworn employees, negotiates a memorandum of understanding (MOU) with the City of Santa Monica that governs compensation, benefits, leave, working conditions, and employer/employee relations.
- 4 MEMORANDUM OF UNDERSTANDING BETWEEN CITY OF SANTA MONICA, CAL. AND SANTA MONICA POLICE OFFICERS ASS'N. (2014-2017), [https://www.smgov.net/Departments/HR/Labor\\_Relations/MOUs/SMPOA\\_MOU\\_2014-2017.aspx](https://www.smgov.net/Departments/HR/Labor_Relations/MOUs/SMPOA_MOU_2014-2017.aspx) [https://perma.cc/5QHR-73S7] [hereinafter 2014 SMPOA MOU]; MEMORANDUM OF UNDERSTANDING BETWEEN CITY OF SANTA MONICA, CAL. AND SANTA MONICA POLICE OFFICERS ASS'N. (2017-2020), [https://www.smgov.net/Departments/HR/Labor\\_Relations/MOUs/SMPOA\\_MOU\\_2017-2020\\_FINAL\\_Signed.aspx](https://www.smgov.net/Departments/HR/Labor_Relations/MOUs/SMPOA_MOU_2017-2020_FINAL_Signed.aspx) [https://perma.cc/PGV3-W7NY] [hereinafter 2017 SMPOA MOU]; MEMORANDUM OF UNDERSTANDING BETWEEN CITY OF SANTA MONICA, CAL. AND SANTA MONICA POLICE OFFICERS ASS'N. (2020-2022), [https://www.smgov.net/Departments/HR/Labor\\_Relations/MOUs/SMPOA\\_MOU\\_2020-2022\\_FINAL\\_1\\_docx.aspx](https://www.smgov.net/Departments/HR/Labor_Relations/MOUs/SMPOA_MOU_2020-2022_FINAL_1_docx.aspx) [https://perma.cc/ZSF3-KD55] [hereinafter 2020 SMPOA MOU].
- 5 Santa Monica Police Dep't, <https://santamonica.org/> (last visited Aug. 3, 2021) [https://perma.cc/K7JJ-24CP] CITY OF SANTA MONICA FIN. DEP'T, COMPRE-HENSIVE ANNUAL FINANCIAL REPORT FOR THE YEAR ENDED JUNE 30, 2019, <https://finance.smgov.net/Media/Default/annual-reports/FYE2019/FYE2019-CAFR.pdf> [https://perma.cc/QM42-YPT3] [hereinafter *Santa Monica Budget 2019*].
- 6 Transparent California, <https://transparentcalifornia.com> (last visited Aug. 3, 2021) [https://perma.cc/ES3P-NZKN].
- 7 *Santa Monica Budget 2019*, *supra* note 5, at 104.
- 8 This figure was taken from the information received via CPRA and is on file with the authors.
- 9 *Id.*
- 10 *Id.*
- 11 In fiscal year 2018-2019, the Fire Department's final budget was \$ 43,935,389. The majority (\$43,265,464) of the Fire Department's budget was provided by Santa Monica's general fund. *Santa Monica Budget 2019*, *supra* note 5, at 104 & 133.
- 12 In fiscal year 2018-2019, the Library's final budget was \$13,675,228. The majority of the library's budget (\$13,626,708), was provided by Santa Monica's general fund. *Id.* at 105 & 133.
- 13 Transparent California lists the "Other Pay" category as the sum of the Other Pay and Lump Sum Pay categories. Because of this, the authors have calculated SMPD's Other Pay as the sum of Other Pay and Lump Sum Pay, and used the term Other Pay to refer to the summation of those two categories of pay throughout this report.
- 14 2017 SMPOA MOU, *supra* note 4, at 8-13.
- 15 *Id.* at 7.
- 16 *Id.*
- 17 Santa Monica Police Dep't, *supra* note 5.
- 18 2017 SMPOA MOU, *supra* note 4, at 14-18.
- 19 *Id.* at 14-15.
- 20 Agreement between Santa Monica-Malibu Unified Sch. Dist. and Santa Monica-Malibu Classroom Tchrs. Ass'n, 130 (July 1, 2018 - June 30, 2021), <https://www.smmcta.com/uploads/4/0/6/2/40622543/smmcta.18-21.agreement.final.102120.pdf> [https://perma.cc/9SVB-MGZV].
- 21 2017 SMPOA MOU, *supra* note 4, at 8; 2020 SMPOA MOU, *supra* note 4, at 8.
- 22 2020 SMPOA MOU, *supra* note 4, at 8.
- 23 Net pay is defined as the base salary plus the value of employer paid member retirement contributions less the employee paid retirement contributions. *Id.*
- 24 *Id.*
- 25 Transparent California, *supra* note 6.
- 26 MEMORANDUM OF UNDERSTANDING NO. 24 FOR JOINT SUBMISSION TO THE CITY COUNCIL REGARDING POLICE OFFICERS, LIEUTENANT AND BELOW REPRESENTATION UNIT, CITY OF LOS ANGELES AND THE LOS ANGELES POLICE PROTECTIVE LEAGUE, 43 (2019-2024), <https://cao.lacity.org/MOUs/MOU24-24.pdf> [https://perma.cc/H956-Q7NZ]; CITY OF SANTA MONICA SALARY SCHEDULE, 83 (July 2018), <https://finance.smgov.net/media/default/compensation/CityofSantaMonicaSalarySchedule.pdf> [https://perma.cc/66VV-BDYA].
- 27 Transparent California, *supra* note 6.