

## CANINE PAY – What Do Other Agencies Pay?

Palo Alto Police Department

Chief Lynn Johnson

August 2004

AGENCY	RESPONSES
Antioch	<ul style="list-style-type: none"> <li>• 10 hours of comp time in lieu of paying overtime.</li> <li>• \$125 per month for food and up-keep.</li> </ul>
Arcata	<ul style="list-style-type: none"> <li>• 5% to their base salary</li> </ul>
Atherton	<ul style="list-style-type: none"> <li>• 5%</li> </ul>
Belmont	<ul style="list-style-type: none"> <li>• \$175 per month.</li> <li>• Overtime for monthly training.</li> </ul>
Beverly Hills	<ul style="list-style-type: none"> <li>• 5.5% pay bonus</li> <li>• 5.5 hours per 28-day FLSA cycle for off-duty compensation.</li> <li>• 4 hours straight time per month for vehicle maintenance.</li> </ul>
Bishop	<ul style="list-style-type: none"> <li>• 3% increase in salary (may increase to 5% pending negotiations).</li> </ul>
Burbank	<ul style="list-style-type: none"> <li>• 9 hours per month at time-and-a-half.</li> </ul>
Capitola	<ul style="list-style-type: none"> <li>• 2 hours of straight time per week to reimburse for canine costs.</li> <li>• Pays overtime for canine certification and training, which amounts to approximately eight hours per month.</li> </ul>
Chico	<ul style="list-style-type: none"> <li>• City pays each handler based on a formula, which is: (minimum wage) x (time-and-a-half) x .66 hours, or 40 minutes per day) = daily canine pay rate. Handlers receive this pay every day whether they work or not.</li> <li>• Described in MOU as “Canine Care and Maintenance Pay.”</li> <li>• The rate automatically increases every time the state’s minimum wage increases.</li> </ul>
Chowchilla	<ul style="list-style-type: none"> <li>• 2.5 hours of overtime and 2.5 of comp time per week.</li> </ul>
Chula Vista	<ul style="list-style-type: none"> <li>• 3.5 hours overtime per week (7 hours per pay period) at time-and-a-half. Covers feeding, grooming, exercise, clean-up and playtime outside of any on-duty time.</li> <li>• Additional compensation (time-and-a-half) is also given for off-duty time regarding training, demonstrations, vet visits and food purchases.</li> <li>• This is considered differential pay and not specialty pay, hazard pay or skill pay.</li> <li>• The pay continues regardless whether or not the handler is on vacation or time off.</li> </ul>
Coalinga	<ul style="list-style-type: none"> <li>• 2 hours overtime per week.</li> <li>• 4% pay differential.</li> </ul>
Colma	<ul style="list-style-type: none"> <li>• 3.5 hours per week of overtime plus up to 3 hours per week for training (unless they train while on duty).</li> </ul>
Corning	<ul style="list-style-type: none"> <li>• \$150 per month.</li> </ul>
Cotati	<ul style="list-style-type: none"> <li>• 5%</li> </ul>
Davis	<ul style="list-style-type: none"> <li>• 2.5 hours per week (5 hours per 14-day work period) compensated at time-and-a-half. These are in addition to any regularly scheduled hours.</li> <li>• Take home vehicle.</li> </ul>
Delano	<ul style="list-style-type: none"> <li>• \$50 per month, plus take home car.</li> </ul>

Dixon	<ul style="list-style-type: none"> <li>• 2 hours per week at straight time.</li> </ul>
Emeryville	<ul style="list-style-type: none"> <li>• 5% of their base pay.</li> </ul>
Foster City	<ul style="list-style-type: none"> <li>• \$275 per month</li> <li>• Used to be that handlers were paid an equivalent percent of salary for special assignment.</li> </ul>
Fremont	<ul style="list-style-type: none"> <li>• 2 hours of overtime per week for grooming and feeding.</li> <li>• 5% differential pay for being a handler.</li> </ul>
Fresno	<ul style="list-style-type: none"> <li>• 1 hour of time-and-a-half of overtime per day calculated at the rate of recruit officer step "A".</li> </ul>
Garden Grove	<ul style="list-style-type: none"> <li>• Work 36.5 hours per week but pay them for 40, counting 3.5 hours for canine maintenance.</li> </ul>
Glendale	<ul style="list-style-type: none"> <li>• \$230 per month (in 2007, increases to \$332 per month).</li> </ul>
Glendora	<ul style="list-style-type: none"> <li>• \$260 per 28-day work period</li> </ul>
Hayward	<ul style="list-style-type: none"> <li>• 38-hour work-week; 2 hours at-home care.</li> <li>• 2% above patrol officer pay per MOU.</li> <li>• Past practice - \$100 per month for food.</li> </ul>
Hillsborough	<ul style="list-style-type: none"> <li>• \$100 per month</li> </ul>
Inglewood	<ul style="list-style-type: none"> <li>• 6% above their pay rate.</li> <li>• For FLSA compliance, handler's receive 10 hours per month of comp time.</li> <li>• Handlers prior were receiving 12-hours per month of overtime to comply with FLSA.</li> </ul>
Lakeport	<ul style="list-style-type: none"> <li>• 3.5 hours of overtime per week.</li> </ul>
Livermore	<ul style="list-style-type: none"> <li>• Work 10 hours but are compensated for a 4/11 schedule (they get off one hour early each day). Any time worked over the 10 hours is overtime.</li> </ul>
Long Beach	<ul style="list-style-type: none"> <li>• 5%</li> </ul>
Los Angeles	<ul style="list-style-type: none"> <li>• 5.5%</li> </ul>
Los Gatos	<ul style="list-style-type: none"> <li>• 5% and get off 45 minutes early each day.</li> </ul>
Manhattan Beach	<ul style="list-style-type: none"> <li>• 5%</li> </ul>
Manteca	<ul style="list-style-type: none"> <li>• 5%</li> </ul>
Menlo Park	<ul style="list-style-type: none"> <li>• 5%</li> </ul>
Morgan Hill	<ul style="list-style-type: none"> <li>• 2 hours overtime per week.</li> </ul>
Mountain View	<ul style="list-style-type: none"> <li>• 4 hours of overtime per handler per month.</li> </ul>
Newark	<ul style="list-style-type: none"> <li>• \$275 per month, plus additional \$100 per month for home maintenance allowance.</li> </ul>
Oakland	<ul style="list-style-type: none"> <li>• 15 hours per month at one-and-a-half times the hourly rate at \$5.75 per hour.</li> </ul>
Ontario	<ul style="list-style-type: none"> <li>• 2 hours 15 minutes per week (45-minutes per day) of overtime or compensatory time off (employee's option).</li> <li>• Effective July 2005, will receive 5% of their base pay.</li> </ul>
Piedmont	<ul style="list-style-type: none"> <li>• 5% incentive over their base salary.</li> </ul>
Placentia	<ul style="list-style-type: none"> <li>• 5% salary increase.</li> <li>• 15 hours per month in canine care and pays an additional \$6.75 per hour (minimum wage) at time-and-a-half.</li> </ul>
Porterville	<ul style="list-style-type: none"> <li>• Paid 5 hours of overtime per pay period.</li> <li>• Additional 7.5% specialty pay.</li> </ul>
Redding	<ul style="list-style-type: none"> <li>• \$10.39 per hour; automatically get one half-hour per day, 7 days per week.</li> </ul>
Redwood City	<ul style="list-style-type: none"> <li>• 5% of base pay.</li> </ul>

	<ul style="list-style-type: none"> <li>• 7 hours overtime per pay period.</li> </ul>
Rocklin	<ul style="list-style-type: none"> <li>• 20-minutes per day of off-duty time caring for the canine, at time-and-a-half 365 days per year.</li> </ul>
Roseville	<ul style="list-style-type: none"> <li>• 3 hours of overtime per week.</li> </ul>
Salinas	<ul style="list-style-type: none"> <li>• 5% over base pay.</li> <li>• Additional 16 hours of overtime at time-and-a-half per month .</li> </ul>
San Carlos	<ul style="list-style-type: none"> <li>• \$180 per month</li> </ul>
San Jose	<ul style="list-style-type: none"> <li>• 5%</li> </ul>
San Mateo	<ul style="list-style-type: none"> <li>• 5.7% extra</li> </ul>
San Rafael	<ul style="list-style-type: none"> <li>• 10 hours comp time every month</li> </ul>
Santa Ana	<ul style="list-style-type: none"> <li>• Give a half-hour per day every day to provide care and feeding, which shortens their day by a half-hour.</li> <li>• Currently negotiating a 5% pay increase.</li> </ul>
Santa Clara	<ul style="list-style-type: none"> <li>• Work 36.5 hours per week and the 3.5 hours they don't work are compensation for care and feeding.</li> </ul>
Santa Cruz	<ul style="list-style-type: none"> <li>• Estimated time of 30-minutes per day. The rate of pay for care and feeding shall be \$7.50 per hour and an overtime rate of \$11.25 per hour. The monthly compensation for routine care shall be \$171 per month (\$11.25 per hour x 30 minutes x 365 days divided by 12 months.</li> <li>• Any additional hours spent in extraordinary care (e.g., time spent in non-routine/emergency veterinary care) shall be reported and compensated at the rate stated herein.</li> </ul>
Santa Clara	<ul style="list-style-type: none"> <li>• 3.5 hours of release time per week</li> </ul>
Sebastopol	<ul style="list-style-type: none"> <li>• City pays handler a 3.25% incentive; recently increased from 2.75%.</li> </ul>
South Lake Tahoe	<ul style="list-style-type: none"> <li>• 10% flat rate.</li> </ul>
Stockton	<ul style="list-style-type: none"> <li>• 10 hours of overtime per month.</li> </ul>
Sunnyvale	<ul style="list-style-type: none"> <li>• 3.7 hours straight time every two weeks (approximately 4.7%).</li> </ul>
Union City	<ul style="list-style-type: none"> <li>• 156 hours of base salary per year paid over 26 pay periods.</li> </ul>
Visalia	<ul style="list-style-type: none"> <li>• 72 hours of compensatory time annually.</li> </ul>