

Benefits

Medical, Dental, and Vision Benefits - The Department provides comprehensive medical, dental, and vision health care plans for officers and their dependents. Officers may select from numerous health care plans, the plan that best meets their needs.

Annual Leave Program - CHP Officers participate in the Annual Leave Program. Annual Leave Credits can be used as vacation time or as sick leave. *Annual leave hours accrue as follows:*

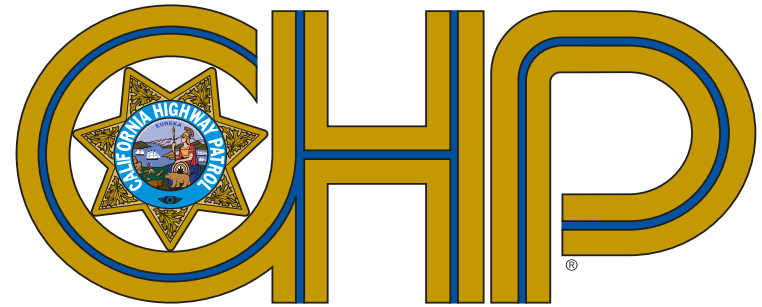
<u>Length of Service</u>	<u>Annual Leave Allowance</u>
1 - 3 years	20 hours per month
3 - 10 years	21 hours per month
10 - 15 years	25 hours per month
20 years or more	27 hours per month

Police Protective Equipment - The CHP furnishes all required safety and police protective equipment. The following is a partial list: .40 caliber Smith and Wesson pistol and required ammunition; badge and cap piece; Side Handle Baton; Oleoresin Capsicum (pepper) Spray; handcuffs; flashlight; soft body armor; rain gear (jacket, pants, and boots); Kevlar general duty helmet; duty belt, holster, and equipment cases.

Retirement Benefits

Uniformed members of the CHP qualify for a service retirement allowance of up to 90% of their highest one year salary, based upon years of service and age. Additionally, retirees are eligible for full health and dental benefits.

California Highway Patrol Officer



Salary and Retirement Benefits

Recruitment Program

1 (888) 4 A CHP JOB or 1 (877) Women
CHP

1 (888) 422-4756 or 1 (877) 966-3624
WWW.CHP.CA.GOV/RECRUITING

AUTO SPIES



Excellence & Diversity

Salaries

Cadet - \$3,868 (includes seven hours mandatory overtime) - Monthly salary while attending the CHP Academy. In addition, cadets receive free room and board. Effective the first month following their Academy reporting date, cadets receive **full health and dental benefits for themselves and their dependents.**

Officer - \$4,740 - Monthly base salary upon graduation from the Academy. Annually, this amounts to **\$56,880**. After four years with yearly five percent increases, the top step base salary is **\$69,144 annually.**

Note: *These salaries do not include pay incentives, or overtime compensation. During an officer's first year, approximately \$8,000 is earned in overtime.*

In addition, all officers earn the following pay incentives:

Physical Performance Pay (PPP) - \$65.00 per month; after the fifth year, \$130.00 per month.

Lunch Pay - Officers are paid an additional 6.25% of their base salary, or approximately \$4,088 annually at the top step.

Uniform Allowance - Officer are entitled to an annual uniform allowance of \$570.00. *Cadets are loaned the funds to purchase their first set of uniforms. This loan will be repaid over the first 12 months of their career.*

Specialty Pay

Bilingual Pay - \$100 per month for certified bilingual speaking officers who are assigned to a bilingual position.

Canine Pay - \$130 per month for officers who are canine handlers.

Educational Incentive Pay - \$120.00 per month of 2 1/2% of their base pay, whichever is greater, for officers who possess an Intermediate Peace Officer Standards and Training (POST) Certificate or Associate of Arts/Science degree, **or** \$240.00 per month or 5% of their base pay, whichever is greater, for officers who possess an Advanced POST Certificate or Bachelor of Arts/Science degree.

Field Training Officer (FTO) Pay - Field Training Officers earn an additional 5% of their daily base pay each day they serve as an FTO.

Investigator Pay - \$50.00 per month for officers assigned as full-time Vehicle Theft or Fraud Investigators.

Motorcycle Officer Pay - \$175.00 per month or 4% of base pay, whichever is greater, for motorcycle enforcement duty.

Flight Officer Pay - Annual salaries for officers who fly in either airplanes or helicopters, at top step:

Pilot - \$80,736 Flight Observer - \$72,240

Shift Differential - Swing shift adds an additional \$0.40 per hour per shift, which averages \$850.00 annually. For graveyard shift, add an additional \$0.65 per hour per shift, averaging \$1,400.00 annually.

Senior Officer Pay - Officers also earn a monthly pay differential based on the years they have worked. Add an additional:

2% after 18 years	5% after 21 years
3% after 19 years	6% after 22 years
4% after 20 years	8% after 25 years

Example of CHP Officer Salaries

	<u>First Year</u>	<u>After Fifth Year</u>
Base pay	\$56,880	\$69,144
Lunch Pay	3,363	4,088
PPP Pay	780	1,560
Swingshift		
Differential	850	850
Subtotal:	\$61,873	\$75,642
Average		
Overtime	8,000	8,000
Subtotal:	\$69,873	\$83,642
Educational Incentive (BA)		
(5% of base)	2,690	3,270
Total:	\$72,563	\$86,912

