

# Salary Comparisons

# Law Enforcement Compensation

- Although not an issue in the proposed legislation and the employment of 12 additional personnel, I believe it is important to draw attention to the compensation of the employees of the Portsmouth Police Department.
- According to the Department of Labor Occupational Outlook Handbook and the International City-County Management Association's annual Police and Fire Personnel, Salaries, and Expenditures Survey, average salaries for sworn full-time positions in 2004 were as follows:

# Base Salary Comparisons

	Minimum annual base salary	Maximum annual base salary	Base salaries of Portsmouth Police Officers
Police Chief	72,924.00	92,983.00	48,048.00
Captain	60,908.00	75,497.00	45,364.80
Lieutenant	56,115.00	67,580.00	42,411.20
Sergeant	49,895.00	59,454.00	39,312.00
Corporal	41,793.00	51,661.00	36,129.60
Averages	56,327.00	69,435.00	42,253.12
	Source: Department of Labor		Source:
	Occupational Outlook Handbook		hourly rate

# Base Salary

- Total earnings for local, state, and special police and detectives frequently exceed the stated salary because of payments for overtime, which can be significant. In addition to the common benefits—paid vacation, sick leave, and medical and life insurance—most police and sheriffs' departments provide officers with special allowances for uniforms.

# Compensation Impact

- Lower compensation results in decreased ability to attract adequate qualified candidates to apply and test for a position with the Portsmouth Police Department.
- Compensation far below national averages results in competent officers, already employed with the department, seeking employment elsewhere.

# Employment Efforts

- We fully expect we will experience difficulty in filling the proposed 12 positions and I would project it would take close to two years to test, hire, train, and fully deploy those personnel.