Are you interested in learning more about a law enforcement career in higher education?

Sonoma State University Police Department is dedicated to ensuring a safe learning environment in support of the campus community. We accomplish this by:

- Treating individuals with respect and dignity
- Being dynamic, innovative and responsive to campus needs
- Working in collaboration with the campus community
- Providing safety and educational program and services in support of campus life
- Promoting professional development through on-going education and training

To demonstrate the significance of the CSU benefits package and how it complements the base salary, the following snapshots are provided:

- **Cadet**  
  Step 1 = $42,912  
  Total Comp = $67,949+ (depending on benefits elections)

- **Police Officer**  
  $56,184 - $77,436 (anticipated starting salary NTE Step 15)  
  Total Comp = $122,847+ (depending on benefits elections)

| Police Officer Base Comp Rates | Step 1 | $4,682.00 M  
$27.01 H  
$56,184.00 A | Step 2 | $4,791.00 M  
$27.64 H  
$57,492.00 A | Step 3 | $4,903.00 M  
$28.29 H  
$58,836.00 A | Step 4 | $5,016.00 M  
$28.94 H  
$60,192.00 A | Step 5 | $5,132.00 M  
$29.61 H  
$61,584.00 A | Step 6 | $5,252.00 M  
$30.30 H  
$63,024.00 A |
|-----------------------------|--------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
|                             | Step 7 | $5,370.00 M  
$30.98 H  
$64,440.00 A | Step 8 | $5,498.00 M  
$31.72 H  
$65,976.00 A | Step 9 | $5,625.00 M  
$32.45 H  
$67,500.00 A | Step 10 | $5,752.00 M  
$33.19 H  
$69,024.00 A | Step 11 | $5,886.00 M  
$33.96 H  
$70,632.00 A | Step 12 | $6,023.00 M  
$34.75 H  
$72,276.00 A |
|                             | Step 13 | $6,162.00 M  
$35.55 H  
$73,944.00 A | Step 14 | $6,308.00 M  
$36.39 H  
$75,696.00 A | Step 15 | $6,453.00 M  
$37.23 H  
$77,436.00 A | Step 16 | $6,601.00 M  
$38.08 H  
$79,212.00 A | Step 17 | $6,754.00 M  
$38.97 H  
$81,048.00 A | Step 18 | $6,912.00 M  
$40.80 H  
$82,944.00 A |
|                             | Step 19 | $7,072.00 M  
$40.80 H  
$84,864.00 A | Step 20 | $7,235.00 M  
$41.74 H  
$86,820.00 A | | | | | |

Statewide University Police Association (SUPA) Unit 8

Sonoma State University Police Department • 1801 East Cotati Avenue • Rohnert Park, CA 94928
The CSU is committed to offering benefit plans that provide employees with options to choose the right level of coverage to help manage individual wellness and retirement needs.

- Medical, Dental and Vision Benefits
- CalPERS Retirement Plan
- Once 5 years of service credit is reached, you are fully vested and qualify for 100 percent of the State’s contribution towards your health premium*
- Pre-Tax Savings Plans (CSU 403b, State Savings Plus 401k Thrift, State Savings Plus 457 Deferred Compensation, CalPERS Supplemental Contribution Program)
- Flexible Benefits Plans (FlexCash, Health Care Reimbursement Account, Dependent Care Reimbursement Account, Pre-Tax Parking Deduction)
- Leave Programs (Paid Holidays, Vacation, Sick, Bereavement, Catastrophic, Parental, Organ Donor and Jury Duty)
- CSU Family Medical Leave (FML)
- Tuition Fee Waiver Program
- Survivor Protection Benefits (Life Insurance, Voluntary Accidental Death and Dismemberment Insurance, Pre-Retirement Death Benefits)
- Critical Illness Insurance
- Legal Plan
- Home and Automobile Insurance

To learn more about Public Safety (Unit 8) benefits, please visit:
http://calstate.edu/hr/benefits/documents/supa-unit-8-benefits-summary.pdf

*This is subject to change based on collective bargaining.

Police Officer Total Compensation Snapshot (based on Step 15):

<table>
<thead>
<tr>
<th>University (Employer) Contributions</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>CalPERS Medical insurance ¹</td>
<td>$8,500.68</td>
</tr>
<tr>
<td>Dental Insurance ²</td>
<td>$550.20</td>
</tr>
<tr>
<td>Vision Insurance ³</td>
<td>$994.64</td>
</tr>
<tr>
<td>CalPERS Retirement ⁴</td>
<td>$15,135.65</td>
</tr>
<tr>
<td>Social Security</td>
<td>$0.00</td>
</tr>
<tr>
<td>Medicare</td>
<td>$1,122.92</td>
</tr>
<tr>
<td>CSU paid Life and AD&amp;D ⁵</td>
<td>$144.00</td>
</tr>
<tr>
<td>CSU paid LTD ⁶</td>
<td>$0.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Total of Salary and Employer-Paid Benefits</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Value of Benefits</td>
<td>$40,611.23</td>
</tr>
<tr>
<td>Total Compensation (Salary + Benefits)</td>
<td>$122,847.23</td>
</tr>
<tr>
<td>Total Benefits as a % of Salary</td>
<td>58.6%</td>
</tr>
</tbody>
</table>

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