

California Highway Patrol Officer



SALARY AND RETIREMENT BENEFITS

Valley Division Recruitment Unit

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Pursue your Future!



Salaries

Cadet - \$4,679 - \$5,997 - Cadets earn a 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. Cadets also earn an additional seven hours of mandatory overtime per month.

Officer - \$6,556 - \$8,131 – Upon graduation from the CHP Academy cadets are promoted to the position of officer. Annually, an officer's base pay is \$78,672. 5.0% increases occur yearly until the top step base salary of \$97,572 is reached.

Note: These salaries do not include pay incentives or overtime compensation.

Pre-and Post-Shift Work Activities Pay Differential – Officers receive a stipend equal to 3.5% of their base pay to compensate for pre-and post-shift activities.

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.

Eight and One-Half Hour Work Day – Officers are paid an additional 6.25% of their base salary

Uniform Allowance – Officers are entitled to an annual uniform allowance of \$920. Cadets are loaned the funds to purchase their first set of uniforms. This interest free 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 - \$156 per month for officers who are canine handlers.

Educational Incentive Pay – 2.5% of their base pay of officers who possess an Intermediate Peace Officer Standards and Training (POST) Certificate or Associate of Arts/Science degree or 5% of their base pay of 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.

Motorcycle Officer Pay – 4% of base pay for motorcycle enforcement duty.

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Investigator Pay - \$50 per month for officers assigned as full-time Vehicle Theft or Fraud Investigators.

Motorcycle Officer Pay – 4% of base pay for motorcycle enforcement duty.

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

Pilot - \$114,084

Flight Observer \$ 101,988

Shift Differential – Swing shift adds an additional \$0.80 per hour per shift and graveyard shift adds a \$1.30 per hours per shift.

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 Potential CHP Officer Salaries

	First Year	After Fifth Year
Base Pay	\$78,672	\$97,572
PPP Pay	\$780	\$1,560
8 ½ day	\$4,917	\$6,098.25
Pre & Post	\$2,753.52	\$3,415.02
Subtotal:	\$87,122.52	\$108,645.27
Average Overtime:	10,000	15,000
Subtotal:	\$97,122.52	\$123,645.27
Educational Incentive (BA)		
(5% of base)	\$3,933.60	\$4,878.60
Total:	\$101,056.12	\$128,523.87

* This is not a contract or an offer of employment. Salary and benefits are subject to change.

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 – Annual Leave Credits can be used as vacation time or as sick leave. Annual Leave hours accrue as follows:

Length of Service	Annual Leave Allowance
1-3 Years	24 hours per month
3-10 years	27 hours per month
10-15 years	29 hours per month
15-20 years	30 hours per month
20 years or more	31 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.

Minimum Requirements

- Age 20-35
- High School Diploma or Equivalent
- U.S. Citizen (must have applied before taking written)
- No Felony Convictions
- 20/40 vision in each eye (correctable to 20/20)

Good health, good physical condition and an interest in law enforcement are excellent qualities of desired applicants.