

PAY-PARITY

P.O.C. has a multi-pronged plan of attack.

P.O.C. will start to save on DAY-1 for a ballot initiative to give [all state peace officers pay-parity](#). A ballot initiative can be funded by the time of the next election cycle, at a cost of \$20 a member, per month - less than CAUSE/CSLEA PAC dues now!

P.O.C. will hold a general membership vote within 3-months of representation for approval of a budget to fund the ballot initiative program. Initial steps will include developing different versions of ballot initiative language and polling. In the end, you will get to vote at least twice on the [pay-parity](#) ballot initiative – once to start the process and at least once more to expend the funds. That way you can see what you are paying for, polling, and staff/consultant recommendations!

As we save our money for an initiative, P.O.C. will work diligently with Marty Morgenstern to bargain for pay increase for [all state peace officers](#). At the same time P.O.C. will use [California Strategies](#) to develop a legislative package for [pay-parity](#). Still, while all this is going on, P.O.C. will begin to develop a digital video expose on each of the affiliates, with integrated PC functionality, which will highlight the best of each affiliate and encapsulate the essence of your job – what you do for the public, what your impact is, law enforcement functions, budget information/cost savings. The project will also include public service announcements from each affiliates that the media can use to highlight certain danger Californian's face or where they can get help. Next, we will seek to establish dedicated funding sources for all peace officers.

We need to establish dedicated funding sources for as many P.O.C. members as we can, so we do not have to rely on general funds money in times like these. A fee can be passed on any good service by a simple majority vote of the legislature, as long as it is related to the product or service it is being applied to. Telephone bills have fees for 911 service attached to them to pay for emergency dispatchers. The CHP has the VLF (Vehicle Licensing Fee), a dedicated funding source. Is it too much to ask that the industries that contribute to the negative in our society have a shared community of interest in supporting you? No!

Many of you want to know exactly what “pay-parity” means. We have to be realistic that pay-parity does not mean everyone will make as much as a Special Agent at DOJ, or rather as much as they deserve to be paid. We do not believe it is unreasonable for a police or patrol member in CAUSE to get paid what their local counterparts do, Investigators and Agents should make what their counter parts do – just like other unions. With 15-years of failure at CAUSE / CSLEA, we could not possibly do worse. P.O.C. is never going to stop trying to get its members better compensation. Our jobs should be promotional for most local and state peace officers, not pay cuts.

We believe we should base our pay-parity claims on training levels and mandatory qualifications for positions, those who have the same qualifications and training should make the same base pay in our opinion. Full [POST](#) training for all P.O.C. members will be of the highest priority. In the case of the [Hospital Police](#) at Dept. of Mental Health, the lack of training is simply a management tactic to intimidate employees. Its bad public safety policy and its bad for moral. We want the highest possible training standards possible!

CAUSE / CSLEA could have tried this a dozen times over in the last 15-years, but the problem is CAUSE/CSLEA has not thought of it, cannot follow through with it, and is not politically savvy enough to carry it out. You can be part of the change to help state peace officers gain pay-parity, [Join](#) today.

We can do it – the [facts](#) are on our side!