



# POLICE OFFICER LATERAL



City of Oakland  
Office of Personnel  
Resource Management

**\$5,763 - \$7,264/month, 40 hour work week  
(4 day work week/ 10 hours day)  
Annual Salary range from \$69,162 – \$87,172 per year  
(Salary based upon experience)**

The Oakland Police Department (OPD) extends a special opportunity to pursue a challenging and rewarding career in law enforcement with one of the best police agencies in the State. Working as a Police Officer is a very challenging and rewarding career; every day on the job is different. Dealing with a wide variety of people in different situations, Oakland's Police Officers quickly analyze and solve problems and use their excellent "people skills" to defuse conflict and avoid confrontation whenever possible. When a true crisis or emergency occurs, OPD Officers are supported by state-of-the-art equipment, systems, and command leadership.

Police Officers patrol the City's commercial, industrial, and residential districts, working closely with the community they serve to preserve the peace and promote public safety. They carefully document their activities in written reports and statements, and provide court testimony. They also investigate crimes such as burglary, robbery, assault, and disturbing the peace, and assist firefighters and emergency medical technicians. In this large department, there are many opportunities for officers to gain experience working in areas such as:

Vice control, helicopter patrol, traffic enforcement and investigation, narcotics enforcement, youth or community services, recruiting, crime prevention, and criminal investigation.

## **Minimum Qualifications**

- **Education:** High School graduate or G.E.D.
- **Experience:** Applicants must be currently employed by a law enforcement agency as a peace officer for at least one year, **and** possess a current basic California P.O.S.T. certificate. One year of patrol experience is highly desirable.
- **Age:** Applicants must be 21 years of age at the time of hire.
- **Driver's License:** Must maintain a valid California Driver's License throughout the tenure of their employment.
- **Additional:** Applicants may not have any felony convictions. Applicants must also be U.S. citizens or legally eligible to work in the U.S. and apply for citizenship.

## **Selection Process**

Due to the number of applications expected, it may not be possible to screen each application for the above minimum qualifications. For this reason, candidates may be screened out at *any* point in the process based on these requirements.

The selection process for Police Officer Lateral includes an oral interview involving hypothetical situations, a physical ability test, a polygraph examination, a background investigation, and a medical and psychological evaluation. Please note that the City of Oakland reserves the right to modify the selection process based on administrative considerations, legal requirements, or business/operational necessity. Out of State applicants should contact the Recruiting Unit before beginning the process for additional information. **1-888-OPD-JOBS.**



# POLICE OFFICER TRAINEE



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**The Department offers a competitive salary that includes an excellent benefit plan. The following is the most current salary plan and a summary of benefits.**

## **SALARY PLAN:**

### ***Annual Salary***

The annual salary for Police Officer Lateral ranges from **\$69,162 to \$87,172** and will be based upon past experience. Additional salary incentives are available to those with Associate, Bachelor, and/or Master's Degrees.

### ***Shift Differentials***

- Swing shift receive a 6.25% shift differential premium
- Graveyard shift receive a 8.25% shift differential premium

## **BENEFITS:**

The City of Oakland is ranked #1 for employer contributions among the 10 largest cities in California. We currently contribute approximately \$13,998 per employee as compared to the average \$8,812 of other cities of similar size.

### ***Health, Dental and Vision***

Excellent health, dental and vision plans are available to Police Officers and their eligible family members/domestic partners. The City of Oakland will pay 100% of the premium cost of employee and dependent health insurance coverage in the Kaiser North (PEMHCA) plan.

### ***Pension Plan***

The City will contribute on behalf of each Police Officer the designated percent of their regular salary for retirement purposes. The City also contributes 9% to the Public Employee's Retirement System.

### ***Vacation and Holidays***

Sworn employees receive 15 days of vacation per year after one year of service and 20 days upon completion of twenty years of service. Every sworn employee receives a total of 12 recognized holidays.

### ***Additional Benefits include:***

- 4/10 Patrol schedule
- Uniform and equipment allowance
- Tuition reimbursement

## **Contact Information**

Applicants who are ready to come back to the law enforcement career should contact the ***Oakland Police Recruiting Unit at (510) 238-3339*** or visit our website at [www.oaklandpolice.com](http://www.oaklandpolice.com). The City of Oakland is an EEO/ADA employer.

**250 Frank H. Ogawa Plaza, Suite D  
Oakland, CA 94612**