



Portland Police Bureau



Police Officer Wage Scale 2011

	Hourly	Annual
Entry	\$21.70	\$45,136
6 Mos.	26.49	55,099
1 Year	28.13	58,510
2 Years	29.80	61,984
3 Years	31.66	65,852
4 Years	33.44	69,555
5 Years	35.56	73,964

- Wages are base pay and do not include premium or longevity pay.
- City picks up 100% retirement.
- 95% of medical, dental and vision coverage after 30 days of employment.
- Officers do not pay Social Security (normally $\leq 7\%$ of wages).
- Incentive pay: 1% physical fitness; 2% education (effective 1/1/2013); 1-2% shift differential.

Premium Pay

- 6% Hazard pay: motorcycles, drug investigations, tactical units and explosives work.
- 10% Field Training Officer and on-call pay.

Longevity Pay

Yrs Completed	Percent
16 years	2%
21 years	4%
26 years	6%

Other benefits

- Overtime is paid at time and one-half.
- Paid time off: 9 holidays, 4 personal days, and 13 sick days per year.
- Following 30 days of employment, \$50,000 life insurance. Additional employee-paid life insurance available at group rate.
- City provides uniforms, weapon, handcuffs, flashlight, duty belt, body armor, helmets, etc., and \$90 a yr. equipment allowance; \$390 for plain clothes.
- Annual vacation: 0-4 years = 80 hours; 5-9 yrs. = 120; 10-14 yrs. = 140; 15-19 yrs. = 160; 20-24 yrs. = 180; and 25+ yrs. = 200.

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