



Portland Police Bureau



Police Officer Wage Scale 2009-10

	Hourly	Annual
Entry	\$21.02	\$43,722
6 Mos.	25.66	53,373
1 Year	27.25	56,680
2 Years	28.87	60,050
3 Years	30.67	63,794
4 Years	32.40	67,392
5 Years	34.45	71,656

- 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).

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.
- A zero interest, 10 yr. loan for moving expenses, up to \$5,000, for entry level officers moving over 100 miles.
- Paid time off: 9 holidays, 3 personal days, and 13 sick days per year.
- After 6 months 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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