



# Portland Police Bureau Lateral Officer Wage Matrix, 2010 Guide only



Police experience	High school diploma	AA Degree 60 semester or 90 quarter hours	Under-graduate degree	Graduate degree
2-3 years	Step 2	Step 3	Step 3	Step 4
3-5 years	2	3	4	5
5-7 years	3	4	5	6
7-10 years	4	5	5	6
10+ years	4	5	6	6

<b>Step 1</b>	Entry	\$43,722
<b>Step 2</b>	6 Months	\$53,373
<b>Step 3</b>	1 Year	\$56,680
<b>Step 4</b>	2 Years	\$60,050
<b>Step 5</b>	3 Years	\$63,794
<b>Step 6</b>	4 Years	\$67,392
<b>Step 7</b>	5 Years	\$71,656

## LATERAL POLICE OFFICER WAGE SCALE

This matrix is a guide only and does not guarantee rates of pay. The Director of Human Resources must consider and authorize appointments at pay steps 2-5. City Council authorizes entry above Step 5 in the form of a city ordinance. The Personnel Division HR Manager interprets law enforcement experience. Factors considered in the applicant's entry wage include agency size, specialized training, specialty assignments, previous supervisory experience and other job-related factors deemed significant.

Police officer experience refers to city, county, state police agencies. Sorry, corrections, civil deputy, reserve officer, security officer, military police, FBI, DEA, ATF, Secret Service, etc. do not fulfill our requirement for police experience.

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| <ul style="list-style-type: none"> <li>• Overtime is paid at time and one-half.</li> <li>• Relocation reimbursement: If the officer is relocating to Portland from over 100 miles away, he/she is eligible to be reimbursed up to \$2,500 for costs related to relocating.</li> <li>• Paid time off: 9 holidays, 3 personal days and 13 sick days per year.</li> <li>• After 6 months of employment, \$50,000 life insurance. Additional employee-paid life insurance available at group rate.</li> <li>• City provides uniforms, weapon, handcuffs, flashlight, duty belt, body armor, helmets, etc., and \$90 a year equipment allowance;</li> </ul> | <ul style="list-style-type: none"> <li>• \$390 for plain clothes.</li> <li>• Annual vacation: Upon completing probation, 40 hours of vacation will be added to your bank. Upon approval, you will be placed at an appropriate level of vacation accrual, not to exceed the 15-year step.<br/>Vacation accrual schedule: 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.</li> <li>• After 30 days, 95% paid family medical, dental and vision coverage.</li> <li>• City contributes 100% into retirement.</li> </ul> |
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