Portland Police Bureau
Lateral Officer Wage Matrix, 2016
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

WAGE SCALE

Step 1 Entry $23.96 / $49,836.80
Step 2 6 Mos $29.25 / $60,840.00
Step 3 1 Yr $31.05 / $64,584.00
Step 4 2 Yrs $32.90 / $68,432.00
Step 5 3 Yrs $34.94 / $72,675.20
Step 6 4 Yrs $36.92 / $76,793.60
Step 7 5 Yrs $39.25 / $81,640.00

LATERAL POLICE OFFICER WAGE SCALE

Lateral officers may be initially placed at a higher step on the wage scale. After successfully completing probation, a lateral officer may receive a higher vacation accrual rate.

The wage scale matrix below is used by the Bureau of Human Resources as a guide - it does not guarantee a specific rate of pay. Upon approval of the Director of Human Resources, a currently certified law enforcement officer may be appointed up to the three-year step. Initial appointment above the three-year step may be made only with the approval by ordinance of the City Council.

"Police Experience" includes city, county, and state police agencies. Corrections, civil deputy, reserve officer, security officer, military police, FBI, DEA, ATF, Secret Service, etc. do not fulfill our requirement for police experience needed as a lateral applicant.

- Overtime is paid at time and one-half.
- Paid time off: 9 holidays, 4 personal days and 104 hours sick leave 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 year equipment allowance; $390 for plain clothes.
- Annual vacation: Upon completing proba-tion, 40 hours of vacation will be added to your bank.

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.

- First of the month after 30 days, 95% paid family medical, den-tal and vision coverage.
- City contributes 100% into retirement.

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