

# CITY OF ORLAND



**\$15,000 Lateral Bonus!!!**

Now Recruiting

## Police Officer

(Lateral, Academy Grad, or Academy Recruit)

### The Position

This full-time position, under general supervision, prevents crimes, enforces laws, investigates complaints, and apprehends criminals and suspects; protects the innocent, helps the distressed, safeguards public rights, and aids in the administration of justice; and assumes responsibilities and performs duties related to the work, as required.

### Are We A Good Match?

#### **Do you have the ability to:**

- Understand department rules, policies, laws and regulations.
- Perform under stress.
- Analyze situations and adopt a quick, effective, and reasonable course of action.
- Write clear and accurate reports.
- Understand how to follow oral and written directions.
- Interact with the public in a tactful, courteous, and effective manner.

### Minimum Qualifications

#### **Education/Experience:**

- High School Diploma or GED equivalent.
- Possess valid Class C California Driver's License.
- 21 years old at time of hire.
- Lateral must possess POST Basic Certificate
- No felony convictions and ability to pass a comprehensive background.

#### **Other Requirements:**

- Bilingual (English/Spanish) is highly desired.

### To Apply

Submit a completed job application (available on the City's website) and resumé to Orland Police Department, 817 Fourth Street.

### Deadline to Apply

Open Until Filled

### Compensation

\$4,971 - \$6,465 Per Month  
+ Standard Employee Benefits  
(Effective 7/1/2023)

### Selection Process

Completed applications submitted to the Police Department will be reviewed and interview opportunities will be granted to qualified applicants.

### Have Questions?

Call:  
(530) 865-1616

Email:

[kcessna@cityoforland.com](mailto:kcessna@cityoforland.com)

# Employee Benefits

**Retirement:** PERS "Classic" employees are covered under the 3% at 50 retirement formula. PERS "PEPRA" employees are covered under the 2.7% at 57 retirement formula.

**Medical:** The City currently contributes to medical plans and medical GAP insurance through Blue Shield with employees paying a portion of annual increases in cost. Employees with proof of medical insurance through a spouse may opt out of City provided insurance to receive an additional stipend.

**Dental/Vision:** The City currently contributes 100% of the cost of premiums for Dental and Vision plans.

**Vacation:** Employees receive 3 weeks paid vacation per year after 1 year service and 4 weeks paid vacation per year after 6 years' service.

**Holiday Pay:** Employees receive compensation for 13 holidays throughout the year, which is divided into the bi-weekly paychecks. An additional 3 floating holidays are provided per year.

**Additional Incentives:** Additional incentive pay is available for Intermediate and Advance POST certificates, AA/AS Degree, BA/BS Degree, along with bilingual skills, up to 12.5%.

**Workweek:** Employees work either a 4/10 work week or a 3/12 work week depending on the assigned shift. Shifts are selected on a rotational Officer pick every 3 months.

**Uniforms:** Upon hire, a uniform will be provided by the Department. Employees in a uniformed assignment receive an additional \$100 / month in uniform allowance.

**Vehicles:** Employees residing within a reasonable distance from the City of Orland may be provided the use of a take-home service vehicle upon the completion of Field Training, at the discretion of the Chief of Police.

**THE CITY OF ORLAND IS AN  
EQUAL EMPLOYMENT OPPORTUNITY  
AFFIRMATIVE ACTION EMPLOYER.**