

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

First review of applications:

July 21, 2025 at 5pm

Position open until filled

Compensation

\$29.83 - \$38.79 Per Hour
+ Incentives & Benefits

Selection Process

Continuous Enrollment*

Applications will be
reviewed and

interview opportunities will be
granted to qualified
applicants. Recruitment is on-
going until an acceptable
applicant is hired.

Have Questions?

Call:

(530) 865-1616

Email:

sjohnson@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.

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.**