



ORLAND POLICE DEPARTMENT

POLICE OFFICER RECRUITMENT



SERVE HERE GROW HERE MAKE AN IMPACT

Build a rewarding law enforcement career in a community where your work is seen and valued.

ACADEMY RECRUIT

\$24.02 PER HOUR

Paid academy pathway

PATROL OFFICER

\$31.94 - \$41.54 PER HOUR

\$66,440.64 - \$86,412.14 annually

LATERAL OFFICERS • \$15,000 HIRING BONUS



WHY ORLAND

BROAD EXPERIENCE

Contribute across patrol, investigations, traffic, schools, training, technology and community policing.

VISIBLE IMPACT

Serve a close-knit community where professional work, fair enforcement and respectful service are noticed.

ROOM TO GROW

Pursue specialty assignments, instructor opportunities, incentive pay and professional development.

PAID ACADEMY RECRUIT • ACADEMY GRADUATE • LATERAL OFFICER



APPLY TODAY

ORLAND POLICE DEPARTMENT • ATTN
PERSONNEL

817 Fourth Street • Orland CA 95963

530 865 1616 •

kcessna@cityoforland.com

Recruitment open until filled

SCAN TO APPLY

THE ROLE

Prevent crime, enforce laws, investigate complaints, protect the public, help people in distress and support the administration of justice.

WHAT OPD VALUES

Sound judgment, initiative, calm performance under stress, clear reports, tactful public interaction, teamwork and adaptability.

CAREER AT A GLANCE

BENEFITS

CalPERS retirement
Medical, dental and vision
13 paid holidays plus 3 floating holidays

SCHEDULE

4/10 or 3/12 patrol schedules
Rotating shift selection
Paid academy pathway

CAREER OPTIONS

FTO, K9, SRO and Drone Pilot
Instructor opportunities
Interagency team development

SEE PAGE TWO FOR COMPLETE BENEFITS QUALIFICATIONS AND CAREER DETAILS

CITY OF ORLAND • EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION EMPLOYER



ORLAND POLICE DEPARTMENT

COMPENSATION BENEFITS AND CAREER DETAILS



BENEFITS

RETIREMENT AND INSURANCE

- Classic CalPERS: 3% at 50
- PEPRCA CalPERS: 2.7% at 57
- Medical coverage with GAP insurance
- Dental and vision coverage
- City contribution toward medical and retiree medical coverage

PAID TIME OFF AND SCHEDULE

- 3 weeks vacation after 1 year
- 4 weeks vacation after 6 years
- 13 paid holidays plus 3 floating holidays
- 4/10 or 3/12 patrol schedules
- Rotating officer shift selection every three months

EMPLOYMENT PATHWAYS

- Paid Academy Recruit pathway
- Academy graduates may compete for Patrol Officer
- Laterals must hold a POST Basic Certificate
- Broad experience across patrol and community policing

MINIMUM QUALIFICATIONS

- High school diploma or GED
- Valid California Class C license
- Age 21 at time of hire
- No felony convictions
- Comprehensive background and screening
- English and Spanish bilingual ability highly desired

INCENTIVES

- POST certificate pay
- Education and bilingual incentives
- FTO and shift incentives
- Fitness reimbursement
- Uniform provided upon hire
- \$100 monthly uniform allowance when eligible
- Potential take-home vehicle after field training

POSSIBLE AUXILIARY ASSIGNMENTS

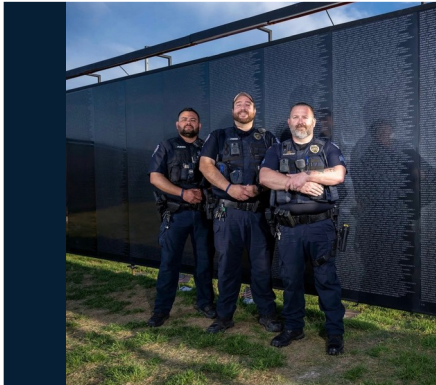
- FTO • K9 • School Resource Officer • Drone Pilot
- VIPS Coordinator • Arson Investigation • Gang Officer
- Interagency Special Response Team under development

IN-HOUSE INSTRUCTOR OPPORTUNITIES

- Range • Defensive Tactics • Impact Weapons • TASER 10

SELECTION AND APPLICATION

Submit the City application and resume to the Police Department. Qualified applicants may be invited to interview.



READY TO SERVE ORLAND

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open until filled

\$15,000
LATERAL BONUS

OUR MISSION

Provide quality police services through fair and consistent enforcement while maintaining trust, open communication and mutual respect within the Department and the community.

CITY OF ORLAND • EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION EMPLOYER