

City of Roseburg

Police Department

700 S.E. Douglas Avenue Roseburg, Oregon 97470 | www.cityofroseburg.org | Phone (541) 492-6760

Roseburg Police Department's signing bonus for qualified lateral Police Officers (officers who will not be required to attend the full DPSST academy)

- Department has discretion to start qualified lateral officers at a higher pay step commensurate with years of experience
- Uniforms (cleaning provided by Department) and equipment provided
- Written test and ORPAT not required for qualified Oregon laterals
- City contributes 5% of salary to Health Reimbursement Account (HRA)
- Bilingual pay, upon successful certification
- Department has discretion to set vacation accrual rates that correspond to years of service at prior agency
- Upon hire out of state laterals will start with 40 hours of sick and 40 hours of vacation leave balance
- Upon hire Department has discretion to start Oregon laterals with up to 80 hours of sick and 80 hours of vacation leave balance
- Hiring incentive of \$5000, with \$2500 added to first paycheck and additional \$2500 upon successful completion of probation
- Probationary period for qualified lateral officers is 12 months

Bonus:	Amount	Example	Example
Signing bonus	\$2500 with first payroll/\$2500 at completion of probation	\$5,000.00	\$5,000.00
Sick leave bank	40 hours / 80 hours (example at pay step 3)	\$1,250.33	\$2,500.66
Vacation leave bank	40 hours / 80 hours (example at pay step 3)	\$1,250.33	\$2,500.66
	Total Incentive	\$7,500.66	\$10,001.32

For more details or to apply, visit:

<https://www.cityofroseburg.org/departments/human-resources/employment>