



# HILLSBORO POLICE LATERAL POLICE OFFICER

**ANNUAL SALARY: UP TO \$125,801**  
WITH INCENTIVES



**APPLY NOW!**

**Vacation Accrual:** 12 - 18.33 hours per month    **Holidays Time Off:** 112 hours per year (time or pay)

	Gross Cash Compensation					
	Step A	Step B	Step C	Step D	Step E	Step F
<b>Annual Salary</b>	\$ 80,748.00	\$ 84,588.00	\$ 88,560.00	\$ 92,724.00	\$ 97,068.00	\$ 101,700.00
Intermediate DPSST Police Certification - 4%	\$ 3,229.92	\$ 3,383.52	\$ 3,542.40	\$ 3,708.96	\$ 3,882.72	\$ 4,068.00
Advance DPSST Police Certification - 4%	\$ 3,229.92	\$ 3,383.52	\$ 3,542.40	\$ 3,708.96	\$ 3,882.72	\$ 4,068.00
Specialty Assignment Pay - 10% maximum	\$ 8,074.80	\$ 8,458.80	\$ 8,856.00	\$ 9,272.40	\$ 9,706.80	\$ 10,170.00
Bilingual Pay - 5% (Spanish and Japanese)	\$ 4,037.40	\$ 4,229.40	\$ 4,428.00	\$ 4,636.20	\$ 4,853.40	\$ 5,085.00
Wellness Reimbursement - Annually	\$ 210.00	\$ 210.00	\$ 210.00	\$ 210.00	\$ 210.00	\$ 210.00
Fitness Incentive - Annually	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
<b>Total Estimated Cash Compensation</b> (Does not include overtime)	<b>\$ 100,030.04</b>	<b>\$ 104,753.24</b>	<b>\$ 109,638.80</b>	<b>\$ 114,760.52</b>	<b>\$ 120,103.64</b>	<b>\$ 125,801.00</b>

**General Description of Duties** | A professional, sworn position that performs law enforcement and crime prevention work, including patrol and investigation; apprehension of criminals, preservation of peace, and protection of life and property; enforces federal state and local laws; practices the principles of community policing; does related work as required

**Experience and Training** | High school diploma or equivalent supplemented by college level coursework; some experience in law enforcement military or other fields (i.e. psychology social service customer service) that demonstrates desired knowledge skills and abilities; OR any equivalent combination of education training and experience that provides the knowledge skills and abilities required to perform the work will be considered

**Necessary Special Requirements** | Be at least 21 years of age by the date of appointment process; be able to obtain a valid state of Oregon driver's license; have a safe driving record; be a United States citizen at time of appointment; be in good physical and mental health as determined by a medical and psychological examination; must pass an extensive background investigation and be free a felony conviction. **Lateral Applicants MUST possess a Basic Police Certification from the Department of Public Safety Standards and Training (DPSST) or the equivalent from another state.**

**Hillsboro, Oregon** | Hillsboro is one of Oregon's most diverse and dynamic cities, with a steadily growing population of just over 110,000. Located in the Pacific Northwest Hillsboro is an hour's drive from the beautiful Cascade Mountains and Columbia River Gorge to the east, and the sandy beaches of the Pacific Ocean to the west.

Known as the "high-tech hub of Oregon" or the "tallest tree in the Silicon Forest," Hillsboro has some of the best land, power, and water resources in the country.

Hillsboro was named #4 in Livability's 2024 list of the 25 Best Places to Live Out West. 2023 marked the third consecutive year that Hillsboro has been ranked in Livability's list of the 100 Best Places to Live in the United States. Hillsboro is ranked #29.

Our **VISION** is to be the most trusted police department in the Pacific Northwest by fulfilling our **MISSION** of delivering exceptional police service to the Hillsboro community through our shared **VALUES** of **Dignity, Respect, Service, and Just Outcomes.**



**Hillsboro Police Department**  
250 SE 10th Ave, Hillsboro, Oregon 97124  
hillsboro-oregon.gov/jobs