

**CITY OF SAN LEANDRO**  
invites applications for the position of:  
**Police Officer - Academy  
Graduate and Lateral**

An Equal Opportunity Employer

**SALARY:**

Monthly  
\$9,180.00 - \$12,302.00

**OPENING DATE:** 01/01/23**CLOSING DATE:** Continuous**THE POSITION:**

***You love being a Police Officer, but maybe your department is not the right fit. Or maybe you are still looking for a department to start your career in law enforcement. Join the San Leandro Police Department, where our salary and benefits are considered among the most generous in the region!***

**WHAT WE ARE LOOKING FOR:**

Community-oriented individuals that have a drive to protect and serve the members of the city of San Leandro through partnerships, crime prevention, and law enforcement work.

Police Officers with San Leandro Police Department have to opportunity to work in various specialized assignments which include, but are not limited to: Detectives, Professional Standards, Drone Technicians, Field Training Officers, SWAT/HNT, Traffic/Motorcycles, Departmental Trainers, among many more.

**WHAT WE OFFER YOU:**

- Competitive salary - up to **\$147,624 annual salary** (\$70.97/hr)
- Holiday-in-lieu pay - **7% of base salary**
- Education incentive pay - **4% to 8%** depending on level of education or POST certificates
- Uniform allowance - **\$1,600 annually**
- Crisis Intervention Training pay - **4% of base salary**
- Master Officer I/II pay - **up to 7.5% of base salary** (after 20 years as a sworn peace officer with established criteria)
- **Vacation accrual** commensurate with your total sworn peace officer experience
- **Carryover of sick leave balance** (up to 160 hours) from your current employer based on your total years of sworn peace officer experience
- **City contribution towards deferred compensation** up to 2% base salary
- **Health and fitness reimbursement** up to \$500 annually
- **One hour paid** to workout on duty
- Up to **\$2409 monthly City contribution toward medical and dental benefits** (you pay only \$113.30/month for Kaiser family coverage)
- 3% at 50 CalPERS retirement formula for Classic Members and 2.7% at 57 for PEPRA Members

**SELECTION PROCESS:**

Apply through the City's website	Click on "Apply" above.
Application Review and Request for Personal History Statement (PHS)	Candidates who meet minimum standards will be contacted to submit their PHS.
Command Interview	Candidates will be contacted to schedule an interview with San Leandro Command Staff.
Polygraph	Candidates who pass the Command Interview will be scheduled for a polygraph.
Background Investigation	Candidates who pass the polygraph will undergo a background investigation.
Medical exam and psychological evaluation	Candidates who pass the background investigation will be given a conditional offer and then be scheduled for a medical exam and psychological evaluation.
Final Job Offer	Those candidates who successfully pass the medical and psychological evaluations will be given an official job offer. Welcome to the City of San Leandro!

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**DUTIES AND RESPONSIBILITIES:**

For the full job description, visit: ^ [Police Officer](#).

**QUALIFICATIONS:**

**TO QUALIFY AS AN ACADEMY GRADUATE, AN APPLICANT MUST:**

*To be eligible for consideration as a Police Officer - Academy Graduate, an applicant must:*

- Possess a high school diploma or a G.E.D.^
- Have completed 60 (semester) college units OR have equivalent work experience, other education or training that would most likely provide the required knowledge and abilities
- Have successfully completed a State of California POST Basic Police Academy within the last 24 months
- Possess a valid State of California POST Basic Police Academy Certificate
- Possess and maintain a valid class "C" California driver's license
- Record must be free from any felony convictions, or any convictions that would bar the applicant from legally

**TO QUALIFY AS A LATERAL, AN APPLICANT MUST:**

*To be eligible for consideration as a Police Officer - Lateral, an applicant must:^*

- Possess a high school diploma or a G.E.D.^
- Have completed 60 (semester) college units OR have equivalent work experience, other education or training that would most likely provide the required knowledge and abilities^
- Possess a valid State of California POST Basic Certificate and currently work as a Police Officer in a California POST agency; **OR^**
- Have worked in the job classification within one (1) year of application, and can show proof of successful completion of the California POST agency-specific field training program.
- Possess and maintain a valid class "C" California driver's license

- Record must be free from any felony convictions, or any convictions that would bar the applicant from legally

**ADDITIONAL INFORMATION:**

Information contained herein is subject to change without notice.

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The City of San Leandro is an Equal Opportunity Employer. Â For more information regarding ADA accommodations or Veteran's preference, please visit <https://www.sanleandro.org/Faq.aspx?TID=54>. Â Â

To view the job posting, visit <http://www.sanleandro.org> and click-on the employment tab at the top of the home webpage. On the 'Job Opportunities' page, click-on the job title to view the posting with more details about the essential job duties, minimum qualifications and salary and benefits.

APPLICATIONS MAY BE FILED ONLINE AT:

<http://www.sanleandro.org>

OUR OFFICE IS LOCATED AT:

835 East 14th Street

San Leandro, CA 94577

510-577-3396

[tjohnston@sanleandro.org](mailto:tjohnston@sanleandro.org)

Job #2023-02

POLICE OFFICER - ACADEMY GRADUATE AND LATERAL

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An Equal Opportunity Employer

**Police Officer - Academy Graduate and Lateral Supplemental Questionnaire**

- \* 1. Do you possess a high school diploma or its legal equivalent (GED)?
  - Yes     No
  
- \* 2. Please indicate the highest level of education you possess from the list below. If none of these apply, please select "N/A."
  - 60 or more semester units (90 or more quarter units)
  - I possess an Associate's degree
  - I possess a Bachelor's degree
  - I possess a Master's degree
  - N/A
  
- \* 3. If you are applying as a Police Officer - Academy Graduate - have you completed a State of California POST Basic Police Academy within the last 24 months and possess a valid State of California POST Basic Police Academy Certificate?
  - Yes
  - No
  - I am applying as a Police Officer - Lateral
  - None of the above
  
- \* 4. To be eligible for consideration as a Lateral Police Officer, you must possess a California POST Basic Certificate and currently work as a Police Officer in a State of California POST agency; OR have worked in the job classification within one (1) year of application, and can show

proof of successful completion of the California POST agency-specific field training program/jail training program. Please select which option qualifies you as a Lateral Police Officer:

- Currently work as a Police Officer in a State of California POST agency and possess a California POST Basic Certificate
- Have worked as a Police Officer within one (1) year of application and have completed the California POST agency-specific field training program/jail training program
- I am applying as a Police Officer - Academy Graduate
- None of the above

- \* 5. By checking this box, I am confirming that all statements made in this supplemental questionnaire and on the application are accurate and true; and I understand that misstatements or omissions of material facts will result in being rejected from this recruitment process or released from future employment with the City of San Leandro.

I agree

- \* Required Question