



NOW HIRING

POLICE OFFICER

ACADEMY GRADUATE AND LATERAL OFFICERS

SALARY SCHEDULE:

- JULY 2025 \$83,616.00 - \$106,704.00
- JULY 2026 \$87,796.80 - \$112,049.60
- JULY 2027 \$92,185.60 - \$117,644.80
- JULY 2028 \$96,803.20 - \$123,531.20

BASE PAY / INITIAL STEP 1 - TOP STEP 6

REQUIREMENTS:

- **Academy Graduate** - Must have completed a valid basic P.O.S.T Police Academy
- **Lateral Transfer** - Currently employed in CA law enforcement agency with at least one year full time (see job description of details)

2025 BENEFIT RATES FOR FAMILY COVERAGE:

Kaiser Premium HMO \$239.02 per month	Kaiser Basic HMO \$91.92 per month
Blue Shield Premium EPO \$409.88 per month	Blue Shield Basic EPO \$232.90 per month
Blue Shield HSA PPO \$0.00 out of pocket for Family Coverage	

PAY INCENTIVES:

- Educational Incentive 2.5% - 10%
- Bilingual Pay 2.5%
- School Resource Officer Pay 5%
- Longevity Pay 5% (See MOU)
- Detective Pay 5%
- Field Training Officer Pay 2.5%
- Swat Pay 2.5% of Top Step
- K9 Pay - 9.1 hours per month

LATERAL INCENTIVES - FRONT LOAD 40 VACATION HOURS & 48 SICK LEAVE HOURS

www.calopps.org/city-of-ceres