

**Position:** [Police Officer \(Lateral\)](#)

**Location:** City of Keizer, Oregon

**Department:** Police, Patrol Division

**Bargaining Unit:** Keizer Police Association

**Recruitment Opened:** Tuesday, June 10, 2025

**Application Deadline:** Open Until Filled

**Salary:** \$72,675 - \$92,747 Annually



We're looking for individuals who are ready to make a real impact. To protect, serve, and lead with integrity. If you're driven by purpose, committed to community, and ready to take on the challenge of a career in law enforcement, you're in the right place.

### About the Role

Major responsibilities and duties require consistent attention and commitment to the agency's mission and are to be performed in an effective, efficient and safe manner.

KPD also has numerous collateral duty and specialty assignments, such as K9, detectives, motors, SWAT, computer forensics, firearms, and survival skills instructors.



*The Keizer Police Department has identified five personal attributes to guide performance and the department's hiring, promotional, and evaluation processes:*

#### **CONSCIENTIOUSNESS**

Conscientiousness in law enforcement ensures meticulous attention to detail, adherence to ethical standards, and a commitment to thorough, responsible decision-making, contributing to the integrity and effectiveness of the criminal justice system.

#### **COURAGE**

Courage (integrity) is crucial for maintaining public trust, upholding justice, and ensuring officers act ethically and bravely in the face of challenges.

#### **EMPATHY**

Empathy is crucial because it fosters understanding, builds community connections, and promotes fair and compassionate treatment, enhancing the overall effectiveness and legitimacy of the justice system.

#### **HELPFULNESS**

Helpfulness cultivates positive community relations, promotes public safety, and strengthens trust by demonstrating a commitment to assisting and supporting individuals in times of need.

#### **HUMILITY**

Humility in law enforcement acknowledges that we can't police society on our own, fosters collaboration, and enhances community relations, creating a more approachable and empathetic force that prioritizes education and improvement.

## Pay & Benefits

- **Monthly Salary:** \$6,056.27 - \$7,728.93
- **Benefits:** Medical, dental, and vision plans, life and disability insurance, FSA, paid time off (sick, vacation, holidays), City paid retirement contributions (PERS, deferred compensation, and retirement health savings), education incentives, fitness incentive program and on-site fitness center, and even access to an on-site massage chair!
- **Language:** 5% pay incentive for Spanish-speaking candidates
- **DPSST Certification:** 2.5% pay incentive for intermediate & 5% pay incentive for advanced
- **Education:** 2.5% pay incentive for Associates & 5% pay incentive for Bachelors
- **Special Assignments:** 5% pay incentive for K9, SWAT, & Motors

## Lateral Qualifications

In addition to having a high school diploma or equivalency:

- ✓ Oregon lateral candidates must currently be certified as a Police Officer with at least two years' full-time experience upon date of hire.
- ✓ Applicants from outside of Oregon, may or may not be considered laterals depending on training and experience. Per Oregon DPSST, out of state laterals are required to complete a Police Career Officer Development (COD) course or complete the Basic Police Academy.

## Submit an Interest Form (Application Link Request)

- Submit an interest form to receive the online application link. Click [here](#) to submit the interest form.
- Bilingual (English/Spanish) candidates and Veterans are encouraged to apply.

## Why Work for the City of Keizer?

Located in Oregon's stunning Willamette Valley, Keizer is a vibrant community with easy access to mountains, coastlines, and forests, offering the perfect blend of small-town charm and big-city resources. Join us, and you'll enjoy:



- **Moderate year-round climate** ideal for outdoor adventures
- **A close-knit community** that values innovation and service
- **Engaging events** like KeizerFEST, holiday parades, and more!

## Join Us in Keizer!

The City of Keizer celebrates diversity and welcomes candidates with non-traditional backgrounds. If you're a problem solver with strong critical thinking skills, can effectively work with a diverse population, are able to de-escalate situations, build positive community relationships, and have a desire to serve the Keizer community, we invite you to apply now!

*For questions or accommodation requests, reach out to HR at [HR@KeizerOR.gov](mailto:HR@KeizerOR.gov) or 503-856-3430.*