



We invite applications for the position of:  
**LATERAL POLICE OFFICER**  
**(HIRING INCENTIVE INCLUDED)**

Police Officer – \$113,653 – \$135,441 Annually

The City of San Mateo Police Department is looking for highly qualified, experienced police officers to join our team! As an incentive, those hired meeting the criteria, could be eligible for a \$30,000 hiring bonus. Do you have what it takes to join our team?

**Why Join our Department?**

- The San Mateo Police Department consists of a diverse and outstanding group of men and women who have dedicated themselves to public service.
- Our staff, which consists of 121 sworn police officers and 39 full-time civilian positions, is devoted to protecting and serving the citizens of San Mateo professionally, while providing outstanding customer service.
- Fairness, equality, justice and honor are our guiding principles in executing our duties and obligations, while ensuring the continuation of a legacy of excellence.
- The Department also recognizes its responsibility to improve the quality of life for those who live and work within our community by forming cooperative relationships with other City departments and service providers outside the organization.
- The Police Department has a number of special units and details to better serve the community including:

Canine (K-9)	SWAT	Field Training Officer
Tactical Hostage Negotiation	Honor Guard	Traffic/Motors
Police Activities League	Investigations	Crime Reduction Unit
School Resource Officers	Downtown Unit/Bicycle Patrol	Gang Intelligence Unit
Support Services Training Officer	Tactical Flight Officer	Master Officer
Firearms Instructor	Defensive Tactics Instructor	HazMat Instructor
Critical Incident Response Team	Peer Support Team	Vehicle Theft Task Force

**What You Bring:**

- You are currently an active police officer.
- You possess a POST Basic Certificate.
- You have at least 3 years equivalent of CA Law Enforcement experience to patrol services with a municipality.

**Who You Are**

- You remain calm in stressful situations while projecting a professional demeanor.
- You have a strong work ethic along with excellent interpersonal and customer service skills.
- You exercise good judgment and make sound decisions in emergency situations.
- You are able to build and maintain positive relationships with co-workers and supervisors.

**What You'll Do**

- Perform law enforcement and crime prevention work; control traffic flow and enforce state and local regulations.
- Perform investigative work.
- Participate in and provide support and assistance to special department crime prevention and enforcement programs.
- Do related police work as assigned.

**What We Offer**

- **Hiring Incentive:** Lateral Officers meeting the minimum qualifications listed above will be eligible for our Incentive Program: \$30,000 incentive bonus with a structured payout timeline as follows:  
 \$10,000 – upon completion of FTO program  
 \$10,000 – upon completion of 12-month probationary period  
 \$10,000 – upon completion of 36 months of employment

- Comprehensive benefits package including generous paid leave and health benefits.
- CalPERS retirement (3% at 55 with 3-year average final comp for classic members; 2.7% at 57 with 3-year average final comp for new members); employees contribute 14% for classic members; 11% for new members to CalPERS with no Social Security deduction.
- Uniform Allowance - \$38.46 biweekly
- Educational Incentives – 3.5% Intermediate POST, 7% Advanced POST (**if applicable**)
- Bilingual Differential \$200.00 biweekly (**if applicable**)
- 88-200 hours annual vacation, depending on length of service
- 13 paid holidays per year
- 12 sick days per year earned; extended sick leave and family sick leave
- Credit Union, Employee Assistance, 4% City Contribution to an RHSA account, 3.5% to a 401(a)(h) account and Free Fitness classes through City of San Mateo Parks and Recreation programs
- This classification is represented by the San Mateo City's Police Officers' Association
- On Duty Wellness Program – Free annual physical fitness assessment and training. On duty work-out time.

**Are You Ready? Apply.**

Submit the following materials online at [www.calopps.org](http://www.calopps.org)

Application materials will be screened on a continuous basis. The recruitment will close when the authorized positions have been filled with eligible candidates.

- City of San Mateo Application
- Copy of your Basic POST Certificate
- Résumé

**Interview Process**

Upon meeting the minimum qualifications for this position, the candidates will be placed on an employment list. Failure to attach, email or fax your résumé and Basic POST certificate to your application, will deem you ineligible for consideration. The employment list is updated as candidates become eligible. Applicants will be contacted by the Recruiting Sergeant if chosen to participate in a departmental interview.

*Note: The City of San Mateo reserves the right, at its discretion, to limit the number of qualified candidates invited to the selection process.*

**Fine Print**

When successful, a conditional employment offer is made and candidates are then required to successfully pass a psychological, medical examination including a stress agility assessment, a polygraph, a drug screen, personal interviews, background investigation, fingerprinting, and must be able to furnish proof of legal right to work in the United States. The process will end with the Police Chief's interview. The City's standards must be met before the final appointment is made. The Chief of Police or her designee will make the final appointment.

The policy of the City of San Mateo is to grant equal employment opportunity to all qualified persons without regard to race, color, sex, gender, age, religion, ancestry, physical or mental disability, sexual preference, marital status or national origin. It is the intent and desire of the City of San Mateo that equal employment opportunity will be provided in recruiting, hiring, training, promoting, wages, benefits, and all other privileges, terms and conditions of employment.

*San Mateo Police Department*  
*Protect with honor – Serve with Pride*