



Now Hiring: **Police Officer (Lateral/Academy Graduate)**

Annual Salary \$122,944.33 (Includes 6% holiday-in-lieu pay) **-\$188,352.83**
(Includes 6% holiday-in-lieu pay, Advanced POST Certificate, Night Differential, & Full Longevity)

ABOUT THE JOB

The Milpitas Police Department is committed to the protection of lives and property by working with our community and providing professional and responsive police services. This is an opportunity to join a dedicated group of professionals who enjoy ensuring the safety of our citizens—apply today!

RECRUITMENT PROCESS

- Step 1: **Apply** online at www.BeMilpitasPD.org. Applications will be screened on a continuous basis.
- Step 2: **OPTIONAL Recruitment Orientation.** Attend an in-person orientation to learn more about the position and our recruitment process!
- Step 3: **Oral Board Interview.**
- Step 4: **Personal History Statement (PHS).** A select number of candidates who pass the oral board interview will be invited to fill out a PHS. Forms for a PHS can be found online at <https://post.ca.gov/forms>.
- Step 5: **Pre-polygraph.** A select number of candidates will move forward to a pre-polygraph evaluation.
- Step 6: **Background Investigation.** A select number of candidates will move forward to a background investigation.
- Step 7: **Chief's Interview.** A select number of finalists will be invited to a Chief's interview.
- Step 8: **Conditional Job Offer.** Final job offer is contingent upon satisfactorily completing Step 9 in the process.
- Step 9: **Post-Polygraph, Psychological, and Medical Evaluations.**

BENEFITS

Generous paid vacation & sick leave accrual, group health & dental coverage, City paid life insurance, option to enroll in flexible benefit account (FSA), 5%-night differential pay, 2.5% bilingual pay, other paid incentives, on-site gym, and more!

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