



# San Diego Police Recruiting Facts



## Job Description

Police Officer Recruit (POR) is an entry level non-sworn training position. POR's are required to attend a paid 6 month P.O.S.T. Certified Regional Training Academy. In the Academy, POR's will develop the minimum skills required for entry into a law enforcement career as a patrol officer. The POR's will be trained in California Criminal and Civil Law, San Diego Department Policies and Procedures. Promotion to Police Officer I is based on satisfactory evaluations and graduation from the academy and academy staff recommendations. Upon successful completion of the San Diego Regional Police Academy, POR's become sworn police officers of the State of California and the City of San Diego.

## Minimum Qualifications

- Must be 20 ½ Years old to apply
- Must be a US Citizen
- Must have a US High School Diploma or GED or CA HS proficiency test or AA or BA from accredited US College
- Must have NO FELONY convictions
- Must have NO DOMESTIC VIOLENCE convictions
- Must pass the EXTENSIVE BACKGROUND Investigation to the satisfaction of the Chief of Police

## Hiring Process (3 - 6 month time frame)

1. Written Test
2. Pre-Investigative Questionnaire (PIQ)
3. Physical Agility Test
4. Extensive Background Investigation
  - a. Detective Interview
  - b. Polygraph
  - c. Financial Credit Check
  - d. Reference checks
  - e. Medical Exam
  - f. Psychological Exam
5. Oral Board Interview

## Written Test

100 Question Multiple choice (allotted time 180 min)

- Spelling & Vocabulary
- Grammar & Analogy
- Reading Comprehension
- Map Reading & Orientation
- Basic Math

(NOT REQUIRED, but possible suggestions for taking test – Study Guides) ARCO (police officer), Norman Hall's (Police Exam), Learning Express (Police Officer Exam)

## Physical Agility Test (PAT)

450 Yard Obstacle Course – Timed (3:15 passing)

- 3 foot bars run under
- Two 6 foot obstacles must be climbed
- Stairs with 67 steps must run up and down
- Run through 7 stationary cones
- Climb a 3 foot, 4 foot and 6 foot wooden wall
- Dummy drag (155 lbs) over 30 feet

## POST Academy Fitness Requirements

- A. 1.5 Mile Run (Men > 11:41 / Women > 14:24)
- B. 1 Minute Push Ups (Men < 27 / Women < 20)
- C. 1 Minute Sit Ups (Men < 36 / Women < 29)

## SALARY

Police Recruit \$23.22 hr - \$48K  
Police Officer I \$28.59 - \$60K

Police Officer II \$33.18 - \$76K  
Police Officer III \$38.34 - \$85K  
Police Detective \$38.34 - \$85K

Police Sergeant \$44.33 - \$105K  
Police Lieutenant \$56.16 - \$130K  
Police Captain \$67.74 - \$141K

## Educational Incentive Pay

Intermediate POST 6% Add On  
Advanced POST 8.5% Add On

## Shift Differential Pay

2<sup>nd</sup> Watch – 3.8% Add On  
3<sup>rd</sup> Watch – 5.3% Add On

## Specialty Pay

17 different assignments pay 5%  
FTO, SWAT, AIB, K-9, ENT, ABLE

## BENEFITS:

Medical, Dental, Life, Disability & Health Insurance, Work week is 4 Day / 10 Hours  
11 paid holidays, 13 paid vacation days, Tuition reimbursement - \$1,000 per year, 30 days paid military leave.

**PAID RETIREMENT = 3% @ AGE 55**

# SAN DIEGO POLICE DEPARTMENT

## APPLICATION PROCESS:

[www.sandiego.gov](http://www.sandiego.gov)

1. Click on "Employment Opportunities"
2. Click on "Current City Jobs"
3. Click on "Open"
4. Scroll down to Police Recruit
5. Click on "Police Recruit"
6. Click on "Apply" on the top right side of page
7. Register your username and password
8. Edit your information and submit to City Testing via email

Once you submit your information, you should receive a return email within 3-4 weeks with test dates you can attend.

If you have any questions, contact the Recruiting Unit

**(619)531-2148**