



## FAQs Answered – Police Officer Trainee

Q: How do I apply for the Police Officer Trainee position?

A: You can apply online by visiting

<http://agency.governmentjobs.com/oaklandca/default.cfm> or you can go to the Department of Human Resources Management office at 150 Frank H. Ogawa Plaza, 2nd floor to obtain a City of Oakland application.

Q: When is the next testing cycle?

A: Check the City of Oakland's employment and opportunities web page at:

<http://agency.governmentjobs.com/oaklandca/default.cfm> and review the Police Officer Trainee announcement for our next testing cycle.

Q: What is POST?

A: POST refers to the Commission on Police Officer Standards and Training. POST sets the minimum standards for all participating California agencies and academies. For more information, the POST website offers a wealth of information on issues regarding law enforcement job requirements, training standards, certification, etc. (<http://www.post.ca.gov>)

Q: Does the Oakland Police Department have its own academy?

A: Yes! It is one of the top-ranked academies in the state, and also trains officers for other local agencies. The academy location is on the 5th floor of the main Police Administration Building at 455 - 7th Street in Oakland. The Oakland Police Academy is not a live-in academy. Workdays and times will vary based on the training location and type.

Q: Will I be paid while I am in the Police Academy?

A: Absolutely! You become a paid employee of the City of Oakland once you begin the Police Academy and will be paid at the current rate of a Police Officer Trainee at \$4,960 monthly while in the academy.

Q: Will I be provided a housing allowance during the Academy?

A: No, but there are housing assistance programs available. The City of Oakland offers several mortgage assistance programs for low- and moderate-income, first-time homebuyers. Find out more at the Housing & Community Development Homebuyer Assistance [page](#).

Q: How many people are typically placed into the Academy?

A: The Oakland Police Department has a typical goal of 40 – 55 candidates placed into an academy.

Q: What other stages are there in the hiring process?

A: More detailed information on the hiring process can be found under [Selection Process](#). The hiring process consists of a written exam, physical ability test, oral

board interview, several psychological suitability assessments, intensive background investigation, polygraph exam, if offered a conditional job offer, a medical examination and fingerprints. Applicants must successfully complete each phase of the selection process to continue in the hiring process.

Q: How long does the hiring process take?

A: The hiring process typically takes six to nine months to complete, although the exact time is subject to a variety of factors.

Q: Once I am hired by the Oakland Police Department, do I have to go directly to the Patrol Division or can I request assignment into a specialized unit?

A: Under our general orders, all officers must complete at least two years on patrol before requesting transfer into a specialized unit. This requirement can only be waived under very special circumstances and typically requires special skills and abilities that cannot be found in other officers who are eligible for transfer.

Q: What is the typical work schedule for Patrol Officers?

A: Patrol Officers typically work a modified 3/12 shift or 4/10.

Q: How are shifts and days off in the Patrol Division determined?

A: On an annual basis, all patrol officers draw their preferred shift, days off, squad and area assignments based on their seniority within the department.

Q: I have a certificate of completion from a POST Academy. Will I be required to go through the OPD Academy if I am hired?

A: Yes. Although you undoubtedly received excellent training at the academy you attended, the Oakland Police Department will still require Lateral Police Officers/Post Academy Graduates to complete an 8 weeks transitional course to be placed in a Lateral Police Officer position or a 24 week basic academy to be placed in a Police Officer Trainee position. This is to ensure that you have received the best training possible to make you successful as an officer within the City of Oakland.

Q: I am an out-of-state applicant. Does Oakland offer any type of accelerated or consolidated testing to minimize the number of trips I have to make?

A: No, OPD does not have the resources at this moment to offer an expedited process.

Q: How can I find out what my status of my application?

A: You can log into your online profile to check your status. This is the profile you created when you submitted your electronic employment application.

Q: How can I find out general information for the current testing cycle?

A: You can call the Public Safety Hotline at (510) 238-6465 for status updates. This number will be updated periodically through the current recruitment notifying you when exam results will be sent out.