



LATERAL TRANSFER POLICE OFFICER

ELIGIBILITY: Certified full-time law enforcement officers with verified prior service (within 12 months before hire) are eligible for lateral entry benefits.

● PAY

- 2025 STANDARD PAY SCALE: \$67,340 - \$87,153 (AFTER 10 YEARS)
- Lateral transfer hires shall be placed at a pay step reflecting their credited years of prior certified experience and shall advance by adding Oshkosh Police Department (OPD) service years to their total.
 - STARTING: \$67,340 (\$33.54 per hour)
 - AFTER 2 YEARS: \$71,380 (\$35.56 per hour)
 - AFTER 3 YEARS: \$75,663 (\$37.69 per hour)
 - AFTER 4 YEARS: \$80,203 (\$39.95 per hour)
 - AFTER 5 YEARS: \$85,015 (\$42.35 per hour)
 - AFTER 7 YEARS: \$86,290 (\$42.99 per hour)
 - AFTER 10 YEARS: \$87,153 (\$43.42 per hour)

● VACATION

- Vacation accrual is based on total recognized experience at hire, with OPD service added thereafter.
- (EXAMPLE: After 1 year with OPD plus 5 years of prior credit equals 6 total years.)
 - AFTER 1 YEAR: 80 hours
 - AFTER 5 YEARS: 120 hours
 - AFTER 10 YEARS: 160 hours
 - AFTER 18 YEARS: 200 hours
 - AFTER 25 YEARS: 224 hours

● SCHEDULE

- 10 HOUR SHIFTS
- UP TO 170 SCHEDULED DAYS OFF PER YEAR
 - Work up to 195 scheduled days per year
- ROTATION: 5 on / 4 off / 5 on / 4 off / 5 on / 5 off
 - Minimum of 2 weekends off per month

● SICK TIME

- ADVANCED 96 HOURS OF SICK LEAVE UPON HIRE
 - ACCRUE PER CONTRACT AFTER 1 YEAR
 - EARN 8 HOURS MONTHLY

● HOLIDAY

- RECEIVE UP TO 96 HOURS UPON HIRE (PRORATED)



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CITY OF OSHKOSH POLICE DEPARTMENT

920-236-5700

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2025 PAY SCALE

STEP	A	B	C	D	E	F	G
YEARS	0 TO 2	2 TO 3	3 TO 4	4 TO 5	5 TO 7	7 TO 10	10 +
HOURLY	\$33.54	\$35.56	\$37.69	\$39.95	\$42.35	\$42.99	\$43.42
BI-WEEKLY	\$2,590.01	\$2,745.41	\$2,910.14	\$3,084.75	\$3,269.83	\$3,318.87	\$3,352.06
MONTHLY	\$5,611.69	\$5,948.39	\$6,305.30	\$6,683.63	\$7,084.63	\$7,190.89	\$7,262.80
YEARLY	\$67,340.26	\$71,380.66	\$75,663.64	\$80,203.50	\$85,015.58	\$86,290.62	\$87,153.56

EXAMPLE OFF DAY ROTATION

(BLUE-WORK) (YELLOW-OFF)

Yellow: OG1 workdays – overlap with OG2 on every other Wednesday

Blue: OG2 workdays – overlap with OG2 on every other Wednesday

