



**CITY OF MOUNTAIN VIEW**  
Valued Employees Enhancing Our Community

We invite applications for the position of:

## **POLICE OFFICER TRAINEE**

Police Officer Trainee - \$100,154 Annually

Police Officer\* - \$106,184 to \$128,944 Annually

\*following successful completion of the academy

Plus a comprehensive benefits package and **\$5,000 bonus** (paid in two payments: \$2,500 in your first paycheck and \$2,500 in the first paycheck following successful completion of probationary period).

*"Law Enforcement is a vocation of selfless service, compassion and doing good for others." -Sgt. Reed*

### **Why Consider The City of Mountain View Police Department?**

It's simple. We are a **dedicated team of law enforcement professionals committed** to providing **excellent service** to the **community** we serve, and we want you to join us! When you become part of the City of Mountain View family, you will find this is not just a J-O-B, it is a way of life for those who seek a mission-oriented culture.

### **About This Role**

The Police Officer's primary responsibility is to promote community order and protect life and property through the preservation of the public peace, prevention of crime, and enforcement of laws. The Police Department is committed to the philosophy of Community Policing. Our Officers and their approach to police work reflect this commitment. The Police Officer Trainee is a non-sworn, entry-level position in the Police Department for individuals without prior sworn law enforcement experience, or those who have yet to complete the Police Academy. At the commencement of employment, Police Officer Trainees will complete a P.O.S.T.-approved Police Academy prior to beginning their field training program with the Mountain View Police Department. Upon successful completion of the academy, Police Officer Trainees will be reclassified as Police Officers. We encourage you to visit <http://joinmvpd.com/> for more information regarding the recruitment process for this rewarding career opportunity. The detailed job description for Police Officer Trainee is available on the City's website [here](#).

### **What You Bring**

- 40 semester or 60 quarter units from an accredited college (college units must be completed by time of application)
- Possession of a valid California driver's license
- U.S. citizenship status or permanent resident alien status with eligibility for, and in the process of obtaining, U.S. citizenship
- Vision and hearing capability consistent with POST
- A minimum of 21 years of age
- POST certificate verifying successful completion of the POST Entry Level Law Enforcement Test Battery (PELLETB) with a T-Score of 50 or higher OR National Testing Network FrontLine law enforcement written test with reading and writing scores of 70% or higher and video score of 65% or higher.

### **Who You Are**

- A leader who can help people solve problems and work through difficult situations
- You have effective verbal and written communication skills
- You are friendly and approachable; you like people and enjoy helping them
- You have the ability to focus and be fully present while working on multiple assignments
- You understand the importance of acting confidently as well as compassionately

### **What You'll Do - Provide Community Service such as...**

- Respond to requests for police service
- Prevent and detect criminal activity
- Apprehend offenders
- Facilitate due process
- Provide public assistance and education

### **What We Offer**

- Comprehensive benefits including generous paid leave and group health coverage
- CalPERS retirement (2.7% at 55 formula for classic members; 2% at 62 for new members); employees contribute 11.7% for classic members; 10.7% for new members to CalPERS with no Social Security deduction. Upon reclassification to Police Officer, employees receive CalPERS retirement with a Safety benefit formula (3% at 50 formula for classic members; 2.7% at 57 for new members); classic Safety employees contribute 15.148% to CalPERS; new Safety members contribute 14.148% to CalPERS with no social security deduction.

- Opportunity to utilize \$2,000 in tuition reimbursement for education advancement annually, with an additional one time opportunity for up to \$20,000 for the completion of a work related Bachelor's or Master's degree.
- Career growth assignment opportunities in canine, detectives, motors, SWAT and FTO. Some specialty assignments qualify for additional compensation.
- Up to \$100/month City contribution for mass transit expenses, with \$10/month minimum employee contribution
- Employee appreciation days and activities
- Wellness culture including access to the employee gym and incentive pay for participating in the City's wellness program

### **Are You Ready? Apply!**

**Applications and supplemental materials will be accepted until 5:00 p.m. on Tuesday, April 30, 2019. Applicants must complete a City of Mountain View application and submit current (dated within one year of the application posting date) PELLETB certificate or complete NTN FrontLine test (within one within one year of the application posting date) with results automatically forwarded to MVPD by the closing deadline in order to be considered for this opportunity.** More information regarding certificates and testing can be found in the supplemental information below. Application materials will be accepted online at [www.calopps.org](http://www.calopps.org), and in the Human Resources Division: 500 Castro Street, Mountain View, CA 94041, (650) 903-6309.

### **Fine Print**

Application screening will be part of the examination process. Based on the application screening and subsequent Pre-employment History Questionnaire (PHQ), those candidates with the most relevant qualifications and complete submittals of the certificate/test results will be invited to an oral board interview (weighted 100 percent). **The oral board interviews are tentatively scheduled for the week of May 13, 2019.** Candidates passing the oral interview are placed on an eligibility list. Finalist department interviews will be required. Depending on the number of applications, the above process may be altered. Finalists must successfully pass an extensive background investigation, including polygraph, medical exam and psychological screening and Department of Justice (DOJ) fingerprint check prior to a final employment offer.

Candidates with a disability which may require special assistance in any phase of the application or testing process should advise the Human Resources Division upon submittal of application. The City of Mountain View is an Equal Opportunity Employer (EOE). The Mountain View Police Department is accredited by the Commission on Accreditation for law enforcement agencies.

Employment in the Police Officer Trainee classification is contingent upon maintaining enrollment in a P.O.S.T.-approved academy for which she/he was enrolled. Incumbents who fail to maintain enrollment in a P.O.S.T.-approved academy for any reason will be released from employment without cause and without the right of appeal.

NOTE: The provisions of this bulletin do not constitute an expressed or implied contract, and any provisions contained in this bulletin may be modified or revoked without notice.

*Attention City of Mountain View employees: This position qualifies under the Referral Incentive Program. A Referral Incentive Form must be submitted prior to the applicant's initial interview to qualify for the incentive. For questions, see Administrative Instruction 3-27 and call Human Resources for more information.*

### SUPPLEMENTAL INFORMATION

The City's selection process for Police Officer Trainee requires successfully passing either the PELLETB test (with a T-Score of 50 or higher) **OR** the National Testing Network FrontLine law enforcement test (with reading and writing scores of 70% or higher and video score of 65% or higher):

#### **POST Entry Level Law Enforcement Test Battery (PELLETB)**

This test is administered through the South Bay Regional Public Safety Training Consortium (SBRPSTC), among other California academy locations, and candidates who successfully pass this test battery receive a certificate. A copy of the certificate must be attached to your city application through [www.calopps.org](http://www.calopps.org). It is preferred for applicants to attach this certificate to their application upon submittal. If you are awaiting certificate/results at the time of application you may submit your application without the certificate and provide the certificate to Human Resources no later than 5:00pm Tuesday, April 30, 2019. Please note, your application will not be considered until and unless the required certificate is attached.

- The PELLETB is a timed, 2-1/2 hour written test consisting of multiple-choice and fill-in-the-blank questions designed to measure reading and writing ability.
- Candidates must schedule appointments in advance to take the test. SBRPSTC offers testing at Evergreen Valley Community College and San Mateo Community College. For information on testing dates, locations, and directions visit <http://theacademy.ca.gov/>. Valid POST certificates from other testing locations will be accepted.

#### **National Testing Network FrontLine Law Enforcement Test**

This test is administered through the National Testing Network (NTN). Candidate scores will be available to each law enforcement agency selected by the candidate prior to the test date. You must select Mountain View Police Department before your test date; once your test is complete, you will only be allowed to add departments that are new to NTN. Upon completion of the exam, candidate scores are automatically forwarded to selected agencies in up to two business days. Test scores must be received by Human Resources no later than 5:00pm on Tuesday, April 30, 2019. Please note, your application will not be considered until and unless the required test score is received.

- The NTN FrontLine Law Enforcement Test is a timed, 2-hour written test designed to measure reading ability, writing ability, and use of good judgement.
- NTN offers testing at various times and locations nation-wide. To schedule a test with results automatically forwarded to Mountain View Police Department, visit <https://nationaltestingnetwork.com>, click Law Enforcement, and select the check box next to Mountain View Police Department.

Please feel free to call Sgt. Kevin Galloway with questions regarding this process at (650) 903-6344.