

Now accepting applications
for:

POLICE OFFICER – LATERAL

*\$120,000 to \$145,722 Annual
Base Pay*

Plus a \$5,000 new hire bonus
paid in two payments*

Why Mountain View?

Because where you choose to work, matters. Because you want to surround yourself with passionate, mission-driven colleagues committed to providing excellent service to the community and each other. Because you want to apply your talents in a place where words like **“community,” “empathy” and “continuous learning”** are not merely nice sentiments, but are ideals we strive to achieve in everything we do.

*“I’M GLAD I CAME TO MOUNTAIN VIEW. MY EXPERIENCE HAS BEEN RESPECTED, APPRECIATED AND VALUED FROM DAY ONE, AND I’VE BEEN SUPPORTED AT EVERY LEVEL.”
- Jason Poirier, Lateral Police Officer*

What’s the role?

We’re looking for compassionate and committed individuals to build progressive relationships and make a difference in Mountain View’s diverse and engaged community. The Police Department is committed to the philosophy of Community Policing, which includes developing connections within our diverse community and working proactively to identify and solve community issues. Our Officers and their approach to police work reflect this commitment. At the commencement of employment, Police Officer--Laterals will begin their field training program with the Mountain View Police Department. The length of the field training program for Lateral Police Officers may be modified based upon performance and experience. Applicants are encouraged to learn more about the department on our [website](#).

The Essentials

- Law enforcement experience in the state of California within 3 years of application (must be in good standing/off probation)
- Basic POST certificate
- 60 semester or 90 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

What you’ll do – Provide Community Service such as...

- Respond to requests for police service
- Provide public assistance and education
- Proactively detect and address community concerns and issues
- Problem solve and mediate utilizing the principles of de-escalation
- Build progressive relationships with a foundation of respect and trust
- Facilitate due process with professionalism: conduct interviews and investigations, prepare reports, apprehend and process offenders and testify in court

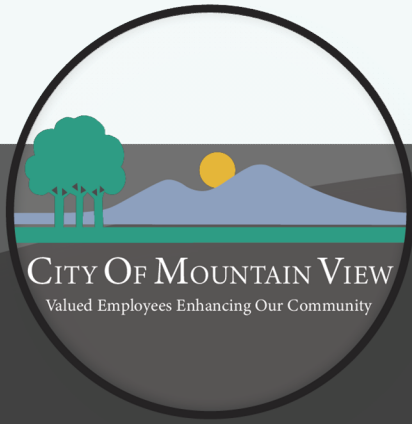
How you’ll do it – The Mountain View Way...

- Provide Exceptional Service: We value being responsive to the communities needs and seek to earn the public’s confidence and satisfaction with fair and impartial services that are highly competent, professional and accessible to all.
- Act with Integrity: We value a commitment to the nobility of policing, and the ethical standards of the organization and our profession. We are trustworthy, reliable and committed to doing the right thing, the right way, for the right reason.
- Treat Others with Respect: We value approaching every contact with a guardian mindset that embodies treating people with dignity and respect, giving them a voice and listening, being impartial and fair, and building trust in our interactions with the public and our colleagues.

Follow us on LinkedIn:



<https://www.linkedin.com/company/city-of-mountain-view/>



CULTURAL IDEALS:

- Empower People
- Foster Collaboration
- Support Continuous Learning
- Enhance Our Community
- Champion Wellness
- Lead with Empathy
- Embrace Change & Innovation

Apply Now!

Submit your application, a copy of your POST Basic, and your resume online at calpers.org or to the Human Resources Division; Fax: (650) 962-8505 or Email: human.resources@mountainview.gov.

Please provide a valid email address on your application. **This recruitment will be open on a continuous basis with a first review date of July 20, 2021.** Qualified applicants are encouraged to apply early!

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.

Are we a Match?

- 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

The Perks!

- **\$5,000 Hiring Bonus***
 - Paid in two payments; \$2,500 in your first paycheck and \$2,500 following successful completion of probationary period.
- **Comprehensive Benefits:**
 - Generous paid leave and group health coverage (medical, dental, vision, EAP, Life & Disability Insurance)
 - CalPERS retirement (3% at 50 formula for classic members; 2.7% at 57 for new members); employees contribute 15.148% for classic members/14.148% for new members to CalPERS with no Social Security deduction
 - 5.5% of salary for Holiday-in-lieu compensation
- **Support for Continuous Learning & Development:**
 - Up to \$2,000 in tuition reimbursement for education advancement annually, with a one-time opportunity for up to \$20,000 for the completion of a work-related Bachelor's or Master's degree
 - Career Incentive pay of up to 7.5% of salary
 - Career growth assignment opportunities in canine, detectives, motors, SWAT and FTO (some specialty assignments qualify for additional compensation)
- **Wellness and Engagement Culture:**
 - Access to an onsite employee gym
 - Incentive pay for participating in the City's wellness program
 - Up to \$100/month City contribution for mass transit expenses, with \$10/month minimum employee contribution; discounts for carpools and ride-shares; a bicycle commute incentive
 - Ongoing commitment to robust internal communication and feedback
- **And More:** Employee appreciation days and activities



Candidates on the eligibility list must successfully pass a medical exam, psychological screening and an extensive background investigation conducted under POST guidelines, including a polygraph and a DOJ and FBI fingerprint check, prior to employment. A conviction history will not necessarily disqualify an applicant from appointment; however, failure to disclose a conviction will result in disqualification or termination. 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. 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.