



# City of Mountain View

Now accepting applications for:

## POLICE OFFICER (Academy Graduate)

\$131,040 to \$159,128 Annually

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.

*“MVPD offers the opportunity to grow and be the best Police Officer you can be. We are one big family and you can feel how much we are loved and supported by the MV community, every day we are out on the streets.”*

—JAMES PARK, 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 **who have graduated from a California POST Basic Academy**. 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. We encourage you to visit, "[Join MVPD](#)" for more information regarding the recruitment process for this rewarding career opportunity.

At the commencement of employment, **Police Officer Academy Graduates** will begin their field training program with the Mountain View Police Department. Review our detailed job description [here](#).

### The Essentials

- 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.
- Vision and hearing capability consistent with POST.
- A minimum of 21 years of age.

*In addition, the following must be attached:*

- Completion of a California Basic Police Academy with a current certification obtained within the past three years.

### 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/>



# 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 and resume online at [calopps.org](http://calopps.org) or to the Human Resources Department; City of Mountain View, 500 Castro Street, Mountain View, CA 94041, (650) 903-6309. Please provide a valid email address on your application. **This recruitment will be open on a continuous basis with a first review date of February 9, 2024.** Qualified applicants are encouraged to apply early. Depending on the number of applicants this process may be altered.

## Are We a Match?

- You're a leader who can help the community solve problems and work through difficult situations.
- You have effective verbal and written communication skills.
- You're 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.
- Paid Parental Leave Pilot Program with up to 8 weeks paid leave.

### **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; a bicycle commute incentive.
- Ongoing commitment to robust internal communication and feedback.

### **And More:**

- Employee appreciation days and activities throughout the year.

