

Foster City is a Great Place to Live, Work and Play!

ENTRY LEVEL & LATERAL POLICE OFFICER



HISTORY

Incorporated in 1971 and named after real estate tycoon and visionary, T. Jack Foster, Foster City is a one-of-its-kind master planned community that rose out of the reclaimed marshlands of the San Francisco Bay. The original Master Plan envisioned a self-contained community with a variety of housing types, neighborhood shopping centers, waterfront lots and parks, and other commercial & industrial uses.

THE ORGANIZATION

Foster City is a General Law City and operates under the Council-Manager form of government. The five members of the City Council/EMID Board are elected to four-year terms. The City Manager is appointed by the City Council/EMID Board and serves as the chief executive of the municipal organization. Foster City is a full-service city with a total 2021-2022 budget of \$167.48 million. Current staffing includes 164 benefited FTEs and 12.6 part-time non-benefited FTEs.

MISSION

The mission of the City of Foster City is to deliver equitable services that are customer focused with an emphasis on public safety, neighborhood livability, smart planning, a vibrant economy, infrastructure innovation, and sustainable environment. In pursuit of this mission, we use community engagement and data to make decisions and measure progress based on economic, social, and environmental factors.



POLICE DEPARTMENT

The [Police Department](#) consists of two main divisions: Field Operations and Administrative Services. The two divisions work together to maintain a high quality of life for those who live, work, or visit Foster City. The department has 39 sworn and 15 civilian positions. Assignments vary from Motors, SWAT, Detectives, Community Engagement and K9 to promote your personal and professional development.

"Excellent Service – Every Call – Every Contact – Every Day!"

THE POSITION

The position requires working unusual hours, rotating shifts, and working under inclement weather conditions. A Police Officer patrols an assigned beat, protects life and property, prevents crime, maintains order, enforces laws, ordinances, and constitutional mandates, investigates crimes, accidents, serves warrants, testifies in court, and cooperates with other law enforcement agencies and City departments, and performs other duties as assigned.

Review the [Police Officer](#) job description.



IDEAL CANDIDATE

The ideal candidate for this position will:

- Possess an undeniably strong character, integrity, reliability, honesty, loyalty, respect, fairness, and judgment.
- Be able to recognize and apply solutions to problems and make legal, logical, and critical decisions in emergencies while working in a stressful environment.
- Have a service orientation with an understanding of community-oriented policing and problem-solving concepts.
- Be motivated and can work independently or in groups to achieve common goals.
- Accept and adapt to technology in the work environment.
- Skill in using and carrying firearms.

Salary

*\$9,758.46 - \$11,861.46
monthly*

Closing Date

Continuous

EDUCATION & TRAINING

Any combination equivalent to experience and education that could likely provide the required knowledge, skills and abilities would be qualifying. A typical way would be:

Education: Possession of a valid California driver's license; be at least 21 years of age; graduation from high school or passage of GED in accordance with Govt. Code Sec. 1031 (e); successful completion 30 semester units of college at an accredited institution is desirable.

Experience: Lateral Police Officers requirements include the possession of a California Basic POST Certificate and equivalent police officer employment with a California Law Enforcement Agency in a non-probationary capacity within the past 12 months. Entry level does not require prior law enforcement experience.

Academy Graduates are required to be currently enrolled as a police academy cadet or have graduated from a POST approved Police Academy within the last 12 months.

All levels require the completion of the Foster City Police Department Field Training Program. Passing scores on both POST Entry-Level Law Enforcement Test Battery (PELETB) and Physical Agility (WSTB Physical Agility Test).

BENEFITS

The City of Foster City provides a superior benefits program which includes:

- **Retirement:** CalPERS 2.7% at 57 benefit formula.
- **Health Insurance:** Choice of CalPERS Medical plans. Dental and Vision Plans.
- **Vacation:** 2 weeks after 1 year; 3 weeks after 5 years and 4 weeks after 10 years.
- **Sabbatical Leave:** 40 hrs after 5 years, 80 hrs after 10 years, 80 hrs after 15 years, and 160 hrs after 20 years
- **Additional discretionary leave:** 28 hours per year.
- **Sick Leave:** 80 hours annually, with no maximum accumulation.
- **Educational Incentive:** up to \$500.00 each month.
- Incentive or Premium pays for several specialized assignments.
- Annual Uniform Allowance.
- Employee Assistance Program.
- Holiday Pay: additional 5.4% of base pay in-lieu of twelve City/District recognized holidays.
- VA certified.



SELECTION PROCESS

The most qualified candidates will be invited to continue in the selection process. The selection process consists of the following components: application review, oral board interview, writing samples, personal history statement, background investigation, polygraph, Captain's interview, Chief's interview, physical and psychological exams, and police academy. You can visit the Police Department's website to review more details on the [Hiring Process & Minimum Qualifications](#).

TO APPLY

A City/District application and pre-qualifying supplemental questionnaire are required for consideration. Please keep in mind the closing date. If the recruitment is continuous or open until filled, however, the recruitment may close at any time when enough qualified applications have been received. Applications may be submitted online at www.calopps.org

