

**ENTRY LEVEL / ACADEMY GRADUATE/
LATERAL POLICE OFFICER
JOB ANNOUNCEMENT**



COME JOIN THE FOSTER CITY POLICE DEPARTMENT!

Join the City of Foster City Police Department! Located in the heart of the San Mateo Peninsula, Foster City boasts a supportive City Council and community. With a dedicated team of 40 sworn officers and 16 civilian staff, the Police Department offers a variety of assignments such as Motors, SWAT, Detectives, Community Engagement, and K9, to foster both your personal and professional growth. Become a part of our family-oriented atmosphere and make a difference in our community!

The Department philosophy is to provide: "Excellent Service - Every Call - Every Contact - Every Day!"



"Using data drawn from our 2021 Best Places to Live List, Money ranked cities and towns based on the percentage of their population living within a 10 minute walk of a park. Foster City, California, came out on top, with 100% of its population of 33805 living within a short walk of one of its 24 public parks" – money.com



ABOUT FOSTER CITY

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.

To learn more about the history of Foster City, visit:

[Foster City Documentary Series Chapter 1](#)

[The Beginning Construction of Foster City 1960-1980](#)

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 2025-2026 budget of \$219.7 million. Projected staffing includes 181 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.



THE 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 40 sworn and 16 civilian positions. Assignments vary from Motors, SWAT, Detectives, Community Engagement and K9 to promote your personal and professional development.



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.

MONTHLY SALARY

ENTRY LEVEL (POLICE RECRUIT): \$9,463.17

ACADEMY GRADUATE (POLICE RECRUIT): \$9,936.33

LATERAL POLICE OFFICER: \$10,443.18 to \$12,681.57

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.



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

Entry Level: Equivalent to graduation from high school or passage of GED in accordance with Govt. Code Sec. 1031 (e).

Academy Graduate: Equivalent to graduation from high school or passage of GED in accordance with Govt. Code Sec. 1031 (e) and currently attending or graduated from a POST approved Police Academy within the last 12 months.

Lateral Police Officer: Equivalent to graduation from high school or passage of GED in accordance with Govt. Code Sec. 1031 (e) and possession of a POST Basic, Intermediate, or Advance certificate.

EXPERIENCE

Entry Level: No prior law enforcement experience required.

Academy Graduate: Enrolled or completed Basic POST Academy within the last 12 months.

Lateral Police Officer: Equivalent police officer employment with a California Law Enforcement Agency, in a non-probationary capacity, as defined by California Penal Code Section 830, within the past 12 months.

Out of State Lateral: Served as a Peace Officer, equivalent to those defined by California Penal Code Section 830, in a state other than California within the last 12 months and currently possess a California Basic Course Waiver.

LICENSES AND CERTIFICATES

Entry Level:

- Possession of a valid California Driver's License, and a good driving record, to be maintained throughout employment.

Academy Graduate/Lateral Police Officer:

- Possession of a valid California Driver's License, and a good driving record, to be maintained throughout employment.
- Possession of a valid Basic Certificate issued by the Commission on Peace Officer Standards and Training (POST).
- Possession and maintenance of firearms qualification.

SPECIAL REQUIREMENTS

- Must be 21 years of age.
- Must pass a comprehensive physical and psychological examination as provided in the Medical Screening Manual by POST. Weight proportionate to height and build. Vision acuity minimum of 20/100 corrected to no less than 20/30 and normal color vision.
- Must have no record of felony criminal convictions or misdemeanor convictions, which affect his/her creditability as a witness in a court of law.
- Successfully complete the Field Training Program with the Foster City Police Department.

BENEFITS

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

- **Retirement:** CalPERS 2.7% at 57 benefit formula for PEPRA and 2% at 50 for classic members.
- **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. Lateral: Prior years of service can be considered.
- **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:** 3.5% of base pay for having a Bachelor's Degree or P.O.S.T. Intermediate Certificate and an additional 7% of base pay for having a Master's Degree or P.O.S.T. Advanced Certificate
- **Holiday Pay:** additional 5.4% of base pay in-lieu of twelve City/District recognized holidays.
- **Bi-Lingual Pay:** Additional 5% of base pay
- **Incentive or Premium pays** for several specialized assignments.
- **Annual Uniform Allowance**
- **Employee Assistance Program**
- **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](#).

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.
