



**CITY OF CONCORD**  
invites applications for the position of:

## **Police Officer (Academy Graduate)**

**SALARY:** \$41.10 - \$54.96 Hourly  
\$7,124.00 - \$9,526.40 Monthly  
\$85,488.00 - \$114,316.80 Annually

**OPENING DATE:** 12/08/16

**CLOSING DATE:** Continuous

### **JOB CHARACTERISTICS:**

**\*Annual Salary of \$114,316 requires Bachelor's Degree & Advanced P.O.S.T.**

**City pays a portion of the employee contribution to the CalPERS Safety Retirement Plan (2.7% @ 57)**

The City of Concord also offers Police Specialty Pay ([MOU section 9.7](#)) and a Master Police Officer and Master Police Sergeant Program ([MOU section 9.10](#))

### **JOB CHARACTERISTICS**

The Concord Police Officer is typically the first line of contact with the public on behalf of the City. A large part of the Officer's role is to facilitate the resolution of problems by bringing together appropriate resources and to solve reoccurring problems. Community-Based policing is integrated into the traditional public safety activities of our Officers.

Police Officers are armed and may be assigned to work in uniform or plain clothes. Flexible shift schedules include 4-10 and 3-12 options, which may be changed periodically as job assignments may be rotated among patrol, traffic, criminal and juvenile investigation, radio dispatching and administrative services. Specialty assignments may add up to 5% additional pay. These assignments include Bicycle Patrol; Crime Scene Investigation; Detective (Narcotics, Special Victims, Major Crimes, Financial Crimes, Violence Suppression/Gangs); K-9 Unit; School Resource Officer; Mental Health Evaluation Team; Community Impact Team, and Traffic. Corporals, Field Training Officers and members of the SWAT Team can also receive additional pay.

The Police Officer duties require initiative, resourcefulness and the ability to analyze situations and in emergencies, to adopt a quick, effective and responsible course of action. The work involves frequent contact with the public and requires the ability to deal with persons in tense situations where relations may be strained. Additionally, Police Officers perform related and other work as required, all within the context of the City's Mission, Vision, and Values Statement and should hold a strong progressive customer service orientation.

### **EXAMPLES OF DUTIES INCLUDE, BUT ARE NOT LIMITED TO:**

#### **MAY INCLUDE, BUT ARE NOT LIMITED TO:**

- Patrols an assigned area by car, motorcycle, or on foot to observe, investigate, and report suspicious and hazardous conditions; and apprehends and arrests law violators. Responds to routine and emergency calls for protection of persons and property, and for the enforcement of City ordinances and State laws.
- Investigates crimes, accidents, deaths, and disturbances and gathers evidence; interviews, questions, and takes statements from complainants, suspects, and witnesses; and completes case reports.
- Takes charge of juveniles and delinquents and works on cases involving unfit homes and crimes committed against or by juveniles; handles missing persons cases and works with community organizations and governmental agencies in delinquencies and delinquency control programs.
- Directs traffic, including regulation of vehicle flow at times of emergency or congestion; stops drivers who are operating vehicles in violation of laws; and issues citations.

- Appears in court to present evidence and testimony in connection with criminal prosecution. Searches, guards, transports, and assists in the booking and custodial care of prisoners. Serves writs, warrants, subpoenas, and other legal documents.
- May be assigned to assist in conducting special studies of crime prevention, traffic control, or other public safety issues.

## QUALIFICATIONS:

### Education

The ideal candidate will have the equivalent of 60 college semester units. Academy Graduate candidates with at least 30 semester units will be considered. If selected, those employees must obtain the additional required semester units within the first four (4) years of employment. Candidates with at least three (3) years of recent military experience may substitute their experience for 15 semester units.

### **Police Service Standards -**

To be a candidate for a position in this class, the applicant must fulfill all of the following:

- **Age:** The candidate shall be at least 21 years of age at the time of Lateral Entry or Academy Graduate appointment.
- **Character & Background:** The candidate shall possess traits including initiative, alertness, integrity, reliability, courtesy, and good judgment; and shall not have been convicted by any state or by the Federal Government for a crime, the punishment for which could have been imprisonment in a federal penitentiary or a state prison.
- **Hearing:** The candidate shall have normal hearing acuity.
- **Weight:** Weight shall be in good proportion with height.
- **Physical & Mental Condition:** The candidate shall be of sound physical condition; be of adequate physical stature, and possess strength, endurance and agility demonstrable in tests of physical performance and medical examination. The applicant shall be of good mentality and emotional maturity, in good health, and free from chronic disease, impairment of bodily function, loss or impairment of the use of any digit, history of psychosis or psycho-neurosis, or other disabling defects.
- **Vision:** The candidate shall possess normal color vision and visual functions. Each eye must be free of any abnormal condition or disease which might adversely affect performance of duty and there must be visual acuity of not less than 20/100 vision in both eyes without correction for glass wearers and not less than 20/200 vision in both eyes without correction for contact lens wearers.

**Academy Graduate:** To be eligible for Direct Entry consideration, an individual MUST meet the above general requirements and possess a certificate of completion from a P.O.S.T. certified basic training academy.

## OTHER:

### OTHER COMPETENCIES

**Candidates should possess the ability** to observe accurately and remember names, faces, numbers, incidents and places; to think and act quickly in emergencies, and to judge situations and people accurately; to learn standard operating procedures of police headquarters radio-telephone and keyboard-type communications equipment; to understand and interpret laws and regulations; to prepare clear, concise, and comprehensive written reports; to become proficient in self-defense techniques, and in the care and use of firearms; to follow oral and written instructions; and to deal courteously and effectively with the general public.

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The City of Concord is an Equal Opportunity/Veteran's Preference Employer.

The provisions of this bulletin do not constitute a contract, express or implied and any provisions contained in this bulletin may be modified or revoked without notice. It is a policy of the City to refuse to consider a person for a position whenever that person's relationship to an employee, elected or appointed official, or member of a board or commission has the potential for creating adverse impact on supervision, safety, security, or morale, or involves a potential conflict of interest.

APPLICATIONS MAY BE FILED ONLINE AT:

<http://www.cityofconcord.org>

Position #2016-00047  
POLICE OFFICER (ACADEMY GRADUATE)  
KC

1950 Parkside Drive  
Concord, CA 94519  
925-671-3308

[Jobs@cityofconcord.org](mailto:Jobs@cityofconcord.org)

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### Police Officer (Academy Graduate) Supplemental Questionnaire

- \* 1. Which best describes your highest level of education?
  - High school or GED
  - Some college
  - Associate's Degree or 60 units
  - Bachelor's Degree
  - Master's Degree or higher
  - None - N/A
- \* 2. Which category or categories best describes you as an Academy Graduate?
  - Academy Graduate with <1 year experience
  - Academy Graduate with 1-2 years of experience
  - Academy Graduate with 2-3 years of experience
  - Academy Graduate with >3 years of experience
- \* 3. Are you a Current Reserve Officer?
  - Yes
  - No
- \* 4. Are you bilingual? (You can speak and write another language fluently.)
  - Yes
  - No
- \* 5. Do you have military experience?
  - Yes
  - No
- \* Required Question