



The Town of Paradise Invites Applications for Police Lieutenant

The Town is recruiting for the position of Police Lieutenant.

The Town of Paradise is seeking qualified applicants who are interested in the opportunity to work as part of a high functioning management team, with a supportive Council and Community. This position offers a comprehensive salary and benefits package, including lifetime retiree medical benefits.

About the Paradise Police Department

The Paradise Police Department (PPD) proudly serves a supportive community. The Department, comprised of five units (Administration, Patrol, Investigations, Communication / Records, and Animal Control), works around the clock to protect lives and property within the Town of Paradise. PPD participates in the Butte Interagency Narcotics Task Force. PPD has Community Service Officers and a strong Volunteer in Police Service (VIPS) group, as well as a Chaplain Program. Our dedicated staff is committed to providing exceptional public safety services and taking a leadership role in building community partnerships to make our community a better, safer place to live, work and play.

The citizens of the Town of Paradise support its Police Department as evident in the passage of Measure C, which is a half percent sales tax for Paradise to preserve public services such as police protection, fire suppression, street maintenance and animal control. The tax was passed by voters in November 2014, went into effect April 2015, and automatically expires after six years (April 2021).



About the Position

The Town is seeking an individual who is a strong, ethical, creative, visionary, and motivational leader, who is sensitive to and involved with the community they serve; who is an effective advocate for their department and personnel, yet, at the same time is a team player when it comes to helping accomplish the Town's overall best interests; who possesses excellent communication and interpersonal skills; who has a proven track record of effectively and efficiently managing a police agency; who has a demonstrated record with improving accountability, performance, and productivity among its sworn police personnel; who has played an integral part in enhancing a police agency's accessibility and transparency to the public; who maintains a highly disciplined police operation at all times.



About the Town of Paradise

The Town of Paradise was incorporated in 1979 as a general law city in Butte County, California. It is governed as a Council/Manager form of municipal government. Paradise is the second largest city in Butte County and is considered one of the safest communities in the area.

The Town of Paradise is situated in the western foothills of the Sierra Nevada Mountains spanning 18 ½ square miles. The Town's population is approximately 26,000 with another 20,000 living in the adjacent unincorporated areas. Located about 90 miles north of Sacramento and 7 miles east of Chico; Paradise offers a scenic and semi-rural lifestyle surrounded by picturesque canyons, beautiful mountains, streams and tall pines. Paradise is known for its four distinct season climates.

Paradise offers its residents a rare combination of advantages such as great natural beauty, charm and affordable homes. Recreational opportunities are plentiful within this beautiful Town and nearby locations, offering outdoor activities such as hiking, camping, fishing, boating, biking and many family friendly activities. Paradise has public, private and charter school systems that provide excellent curriculum for our young residents. For adults, Butte Community College and California State University at Chico are within close proximity.



Required Qualifications

Knowledge of: Principles and practices of organization, administration, budget and personnel management; modern police practices, techniques and methods; pertinent federal, state and local laws and ordinances, particularly with reference to apprehension, arrest, search and seizure, and evidence; departmental rules and regulations; functions and objectives of federal, state and other local law enforcement agencies.

Ability to: Supervise, train and evaluate assigned staff; obtain information through interview and interrogation; analyze situations quickly and objectively and determine proper course of action; communicate clearly and concisely, both orally and in writing; properly interpret and make decisions in accordance with laws, regulations and policies governing the department; work hours as required.

Experience: Equivalent to six years of responsible law enforcement experience including at least two years experience equivalent to that of the Town of Paradise Police Sergeant position.

Education/Certificates: Possession of an Associate Degree from an accredited college or university or a substantial effort made toward obtaining a Bachelor Degree and completion of the Associate Degree within one year of appointment. Possess or be eligible to possess a Supervisory Certificate issued by the Commission on Peace Officer Standards and Training, State of California.

Licenses: Valid Class C California Driver's License in conformance with Town employee driving standards.

Physical Standards: Must be free from any physical, emotional, or mental condition which might adversely affect the exercise of police officer powers as stated in California Government Code Section 1031.

For more information and to find the application form, visit the Town's website at www.townofparadise.com

Police Lieutenant salary range

\$7,280.58 to \$9,741.15* per month * Includes POST Certificate pay, maximum School incentive, Uniform, Holiday and Admin Incentive pay.

Lateral recruitment incentives

- One-time Sign-on bonus of \$3,000.
- Upon hire, 80 hours vacation & 80 hours sick leave credited to leave banks upon hire.
- Relocation assistance of \$1,000.

Application procedures

Interested persons meeting minimum qualifications are invited to submit the following:

1. Town of Paradise Application for Employment Form
2. Current DMV Printout (within the last 30 days)
3. POST Certificates
4. Transcripts, College degree or other documentation outlining educational qualifications
5. Resume & Cover Letter

Submit complete packet in a sealed envelope to:
Town of Paradise Human Resources Dept.
ATTN: Police Lieutenant Testing
5555 Skyway, Paradise, CA 95969

Final filing date

5:00 pm Thursday, October 18, 2018.

For application form, go to www.townofparadise.com

Selection Procedure

The most qualified candidates will be invited to a testing process. Successful outside candidates will be required to pass an extensive background, credit, polygraph, psychological screening ; meet medical standards for California Law Enforcement (POST); stress medical exam and physical agility exam.

Benefits

Benefits provided are pursuant to the Paradise Police Management and Mid-Management MOU. Highlights:

- PERS retirement 2.7%@57 for new member, 3%@55 for classic member T-2 3%@50 for Town Tier-1 employee
- Retiree Medical Upon retirement, retiree receives continued employer contribution in the same amount as active employees for lifetime.
- POST Cert. Pay 2.5% Intermediate 2.5% Advanced
- School Incentive Pay \$75/mo for some college plus additional \$1 per unit up to \$65
- Uniform Allowance \$930/yr.
- Admin Incentive 120 hrs/yr. Paid bi-weekly. This pay type is PERSable.
- Longevity 5%@10yrs, up to 7.5%@15yrs AND/OR 2.5% Supervisory Cert. AND/OR 2.5% Management Cert.
- Sick Leave 96 hrs/yr.
- Vacation Leave 0-4 years = 120 hrs/yr
5-9 years = 135 hrs/yr
10-14 yrs = 176 hrs/yr
15 & over = 200 hrs/yr
- Holidays 13 days/yr. Paid bi-weekly.
- Medical Plan* PERS Medical Plan**
- Dental Plan* MetLife Dental
- Vision Plan* Superior Plan
- *Some employee costs apply to health plans
- **Deferred compensation in lieu of medical is an option
- Short-Term & Long Term Disability Plan @ 2/3 of base salary up to max.
- Life Insurance \$150,000
- Gym Reimbursement \$90 per quarter

Information contained in this announcement is general in nature and does not constitute an expressed or implied contract.

