CITY OF GILROY IS HIRING

POLICE CRIME ANALYST

Police Department

$8,223.58 - $11,295.08 Monthly Plus Excellent Benefits

The salary range listed above reflects the full compensation potential for this position. Initial placement in the salary range is typically within the first half of the range; however, in certain circumstances (i.e. an experienced lateral candidate) placement at or above the midpoint may be considered. The last 3% of the salary range requires five years of City of Gilroy service and strong work performance – see GMA MOU for specific requirements.

Opportunity to work a 9/80 work schedule with every other Friday off.

The City of Gilroy is an equal opportunity employer and supports workforce diversity, equity, inclusion, and belonging. Join our team!

ABOUT THE POSITION

The City of Gilroy Police Department is seeking a highly skilled, detail oriented, and forward-thinking Police Crime Analyst to join our team of dedicated public safety professionals. This critical position plays a key role in helping the department anticipate, understand and respond strategically to crime trends. Your work will directly support smarter policing, improve resource deployment, and ultimately enhance the safety, trust, and quality of life for everyone in our community. You will transform complex data into actionable insights, helping our team make informed decisions. The Police Crime Analyst serves as an internal expert in crime pattern recognition, predicative analytics, and investigative support.

This is a journey-level, exempt position in which the incumbent works independently, or as part of a team, on professional level work involving significant analytical ability. This position requires both breadth and depth of use of application of theories, concepts, and techniques used, and a thorough understanding of policies and procedures. Under the general direction of a Police Captain and Police Chief, the Crime Analyst will perform the work of reviewing, monitoring, developing and analyzing methods, with special emphasis on related statistical data and computerized systems. The position requires specialized expertise in statistical analysis, systems analysis, and methods analysis.

DEPARTMENT CULTURE AND DYNAMICS

Our culture is built for analysts who thrive on challenge, autonomy, and the satisfaction of seeing their work translate into measurable results. We are not simply data processors—we are embedded investigative partners who play a critical role in driving meaningful outcomes. We actively encourage and fund innovation, empowering analysts to apply advanced techniques and pioneer new methods related to crime analysis work. You will have the autonomy to design and own your analytical approach, with your intelligence products presented directly to our command staff, making you an essential voice in shaping operational strategy. As part of a fully multidisciplinary team, you will work

alongside our team of sworn personnel and professional staff in a collaborative environment grounded in intellectual curiosity and mutual respect. Our commitment to growth includes strong support for professional development to ensure our analysts remain at the forefront of advancements in data science and criminal justice. This is a fast-paced, mission-driven environment where your expertise directly influences public safety outcomes.

THE IDEAL CANDIDATE WILL

- Have experience and a specialized expertise in crime analysis, data analytics and statistics.
- Be familiar with crime analysis software, digital forensic tools, and GIS systems.
- Be knowledgeable of intelligent-led policing concepts, crime pattern recognition, and trend forecasting.
- Have advanced MS Excel capabilities.
- Have experience with cloud-based data sources such as social media warrants, cloud extractions, and online data repositories.
- Have a proven ability to independently evaluate information and draw sound, evidence-based conclusions to recommend course of action.
- Demonstrate strong technical troubleshooting skills related to data errors, system integration issues, and software interoperability.
- Understand the importance of accuracy and being detail oriented.
- Work collaboratively with others, demonstrate flexibility, and possess quality interpersonal skills.
- Have strong time management skills to effectively manage workload.
- Have excellent communication and teamwork skills with the ability to collaborate effectively across departments and to brief both technical and non-technical audiences.
- Possess a Certified Crime Analyst certification.
- Provide exemplary customer service skills coupled with a sincere desire to provide service to the community.
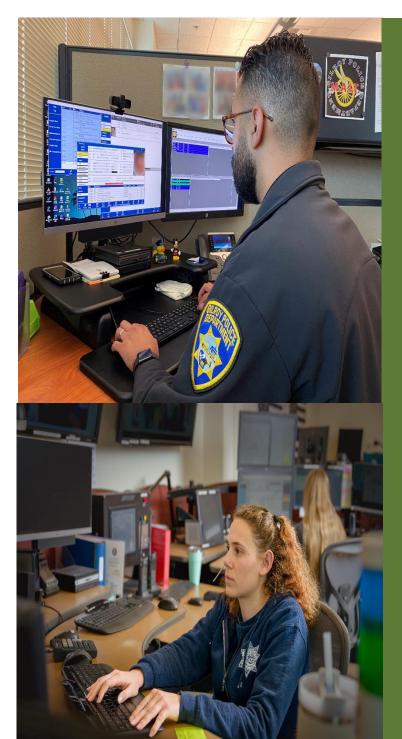
QUALIFICATIONS

- Any combination of training and experience equivalent to successful completion of advanced undergraduate coursework from an accredited college or university in statistics, computer science or related field and five (5) years of increasingly responsible professional analytical and administrative experience. A Bachelor's degree in a related field of study is strongly preferred.
- Strong computer skills and experiences with the systems currently in use (Microsoft Suite; CAD; RMS; ARS; Tiburon, ArcView/ ArcMap 9.2, GEOI files, Axon, etc). Prior to hire, must pass a computer knowledge test and database set-up and management test. An advanced-level user of Excel (with pivot tables) and Access is highly desired.

- Possess and maintain a valid California Driver's License and a safe driving record necessary to operate assigned vehicle(s).
- Pass a background investigation, which includes a polygraph examination, and extensive Department of Justice criminal record check, and an FBI clearance.
- Possession of or ability to obtain within 18 months of hire certification in Crime and Intelligence Analysis. (This is due to the State requirement that agencies have employed a "Certified Crime Analyst" to be eligible for State grant funding).
- Pass a post-offer psychological evaluation and a medical examination, which includes a drug test.
- Prefer non-tobacco user.
- Bilingual (English/Spanish) desired, but not required.

"PROVIDING EXCELLENT PUBLIC SAFETY SERVICES IN PARTNERSHIP WITH THE COMMUNITY."

MOU REPRESENTATION:

Gilroy Management Association (GMA)

BENEFITS OFFERED:

May vary based on position and MOU. See more at information at: www.cityofgilroy.org/164/Benefit-Summaries

- Medical, dental, and vision
- Vacation leave, sick leave, and other paid time off
- CalPERS retirement pension plan
- Flexible spending accounts
- Pre-tax deferred compensation plans
- City-paid life and long-term disability insurance, and employee assistance program
- Commuter benefit program

IMPORTANT INFORMATION:

Prior to appointment and given at the City's expense, final candidates are required to pass an employment background check, State of California Department of Justice criminal records check, and as applicable: medical evaluation and drug screen.

If special accommodations are necessary at any stage of the selection process, please contact Human Resources.

PAYROLL

All City employees are paid monthly, on the first business day of each month via direct deposit.

Human Resources can be reached at:
(408) 846-0228

gilroy
CITY OF
CALIFORNIA

APPLICATION PROCESS

If you are interested in pursuing this exciting career opportunity, please attach and submit the following **required** items with your electronic NEOGOV application:

- Completed applications with responses to supplemental questions (required)

- Cover letter that explains your specific interest in this position with the City of Gilroy (required)

- Detailed resume focusing on relevant work experience and education (required)

City Application Form – Candidates must complete the NEOGOV City of Gilroy application form for this position and submit online. Please prepare attachments prior to completion of the NEOGOV application as incomplete applications will not be accepted.

Apply Online:
Go to www.CityOfGilroy.org/jobs. You can apply online by clicking on the job title you are interested in and clicking on the "Apply" link. After viewing the Job Description, click the 'Apply' tab. If this is the first time you are applying using our online job application, you will need to create an account and select a Username and Password. After your account has been established, you can import your resume from LinkedIn, upload it from a saved document on your computer, or manually enter your personal information. This application will be saved and used to apply for future job openings.

Only complete application packets will be reviewed. Only the most qualified applicants with the most relevant experience and education will be invited to continue in the selection process. In addition, final candidates for the position are required to pass a background check, State of California Department of Justice criminal records check, medical evaluation, and drug screen, given at the City's expense, prior to appointment. If special accommodations are necessary at any stage of the selection process, please contact the Human Resources Department right away at 408-846-0228.

Attention: Communication regarding your status in this recruitment process will be conducted via e-mail. Be sure to include an e-mail address on the employment application. Applicants are responsible for notifying Human Resources of any changes to an e-mail address and/or other contact information.

THE CITY OF GILROY IS AN EQUAL OPPORTUNITY EMPLOYER AND SUPPORTS WORKFORCE DIVERSITY, EQUITY, INCLUSION, AND BELONGING. JOIN OUR TEAM!

Apply at www.CityOfGilroy.org/jobs