



# City of Brisbane

is accepting applications for the position of

## Police Officer Trainee

(Full-time/Temporary)

The City of Brisbane is currently recruiting for non-sworn Police Officer Trainee candidates. This is for individuals that have no prior law enforcement experience and have not received POST certified police academy training. Trainees are paid while attending a POST-certified Police Academy. Upon successful completion of the police academy and upon availability of a police officer position, trainees are eligible to be sworn in as a Police Officer and become eligible for salary and benefits as outlined in the Brisbane Police Officers Association Memorandum of Understanding.

Police Officers are responsible for performing a wide variety of law enforcement duties involving the prevention of crime, protection of life and property, and the enforcement of laws and ordinances; controls traffic flow and enforce state and local regulations; perform investigative work and other related police work assignments. Duties and hours will vary with assignments. A full job description is available online at [www.brisbaneca.gov](http://www.brisbaneca.gov).

### **QUALIFICATIONS:**

1. Minimum 21 years of age.
2. U.S. Citizen or Permanent Resident Alien who is eligible and has applied for citizenship.
3. Graduation from an accredited or approved U.S. high school or equivalent.
4. Possession of California Driver's License and able to maintain satisfactory driving record.
5. Free from felony convictions, domestic violence convictions, or misdemeanors that carry a penalty of prohibiting ownership, possession, or control of a firearm.
6. Proof of T-Score of 50 or higher on the POST Entry-Level Law Enforcement Test Battery (PELLETB) and proof of passing POST certified academy physical agility test (PAT). Proof of completion of the PELLETB and PAT must be attached to your application and have been completed within the past 12 months. For more information, please visit the following website: <http://theacademy.ca.gov/tests>
7. Must pass a background investigation and meet all department medical, physical and psychological standards.

### **SALARY:**

Police Officer Trainee: \$39.70 per hour

Police Officer: \$9,764.03 - \$10,252.22 - \$10,764.82 - \$11,303.05 - \$11,868.21 per month.

Appointments to this classification are normally made at the first step of this five-step salary range. Candidates are also eligible for additional salary incentives including Holiday Pay, Education Incentives, and other special assignment pays.

### **BENEFITS:**

#### **Police Officer Trainee:**

- Health Insurance: CalPERS Health Program with paid Single-Tier medical coverage
- Sick leave: 24 Hours after 90 days of employment
- Retirement: CalPERS Miscellaneous pension benefits Employee Assistance Program

(over)

- Workers Compensation Coverage while at Academy
- Vision through VSP Long Term Disability Life/AD&D Insurance
- Voluntary participation in the deferred compensation plans offered by the city
- After six months of employment, you are also eligible to participate in the City’s self-funded dental plan

**Police Officer Benefits:** This position is eligible for benefits under the Brisbane Police Officers Association Memorandum of Understanding.

- Retirement: CalPERS 3%@ 55 for “Classic” members, 2.7%@ 57 for “New” members.
- Health Insurance: Coverage provided by CalPERS Health Program, with premium paid up to family coverage through Cafeteria Plan.
- Dental: Self-insured dental, coverage provided for eligible dependents.
- Vision: VSP, coverage provided for eligible dependents.
- Life Insurance (\$150,000 coverage) and Long-Term Disability
- Employee Assistance Program through Concern
- Employer contribution to choice of 457 Deferred Compensation Plan
- Medical and Dependent Care Flexible Spending Account Available
- Voluntary Commuter Spending Account
- Vacation and Sick leave
- Uniform allowance

**APPLICATION PROCESS:**

Interested candidates must submit a completed online CalOpps employment application along with a copy of U.S. High School diploma or equivalent, PELLETB and PAT results. **Applications will be accepted on a continuous basis until positions are filled.**

**SELECTION PROCESS:**

Applications will be screened for completeness. After an initial screening of applications, those applicants that meet the minimum qualifications and appear to best meet the Department’s needs will be invited to participate in an oral panel interview. Candidates must receive a passing score to be placed on the initial eligibility list. A limited number of candidates from the eligibility list will be invited for an interview with the Police Commander and Police Chief. Depending upon the number of candidates in each recruitment set, this process may be altered. After a mutual interest has been established, a thorough background investigation will be conducted, including fingerprinting and a polygraph. Upon successfully passing the background investigation, candidates must successfully complete a psychological evaluation, medical evaluation, including drug testing, and provide proof of legal right to work in the U.S. prior to appointment. The Police Chief will make the final recommendation for appointment.



*The City of Brisbane is an Equal Opportunity Employer and as such does not discriminate on the basis of race, color, sex, religion, ancestry, physical or mental disability, marital status, sexual orientation, national origin, or any other status protected by state, federal or city law in its employment actions, decisions, policies, and practices. The duties described in this job announcement are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position. This job announcement does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job and benefits available change.*