



**BE A PART OF SERVING OUR COMMUNITY!  
THE CITY OF SEBASTOPOL INVITES  
APPLICATIONS FOR THE POSITION OF**

# **POLICE OFFICER**

- **FULL-TIME POSITION-ELGIBILTIY LIST**
- **SALARY:\$88,744 - \$107,872 ANNUALLY**
- **PLUS AN EXCELLENT BENEFITS PACKAGE**

**IMMEDIATE OPENINGS AVAILABLE  
OPEN UNTIL FILLED**

**JOIN OUR TEAM  
TODAY!**





## THE COMMUNITY

The City of Sebastopol is a small semi-urban community located in California on the western edge of the Santa Rosa plain. It is 50 miles north of San Francisco, 8 miles west of Santa Rosa, 10 miles from Bodega Bay, and about 15 miles from the Russian River. The City, incorporated in 1902, currently has a population of about 7,800 people and serves a trade area population in excess of 50,000 people. The City produces the majority of the world supply of Gravenstein apples a significant volume of grapes used to curate high quality wines. Sebastopol is also the gateway to the popular Russian River and its surrounding redwood forests, as well as Bodega and Jenner's coastal recreation areas. Whether you live, work or play here; or even if you are just passing through, you are a part of our community, and we welcome you.

## THE POSITION

Come join the vibrant City of Sebastopol! We are currently creating an eligibility list for anticipated future full-time Police Officers. The City will also develop a list of immediate openings for part-time and full-time per diem Police Officers. Per diem Police Officers are intermittent extra-help sworn officers who are available to cover gaps in staffing and are "at will". The Police Officer's duties are to perform law enforcement and crime prevention work. Full-time permanent positions of Police Officers serve an eighteen (18) month probationary period.

The Police Officer will demonstrate cultural competency working with all community members regardless of cultural differences or circumstances, including race, ethnicity, religion, language, gender identity, age, marital and familial status, sexual orientation, diverse physical and learning abilities, socioeconomic status, and other identities.

## QUALIFICATIONS

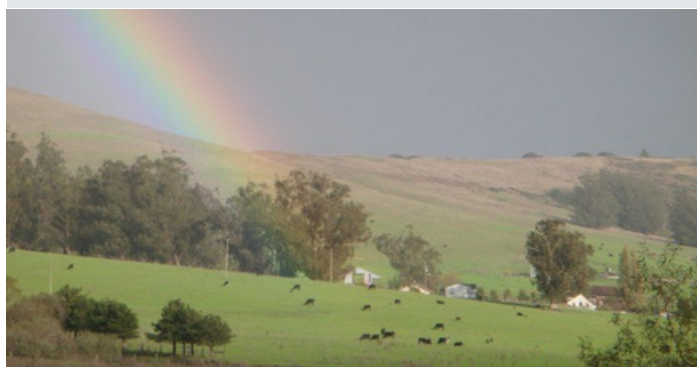
To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skills, and abilities required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**Education:** Possession of a High School diploma or equivalency such as a general education degree (GED) or High School Equivalency certificate.

**Experience:** One (1) to three (3) months related experience and/or training; or equivalent combination of education and experience.

### License and Certifications:

- Possession of a valid California Class C driver's license and a satisfactory driving record are conditions of initial and continued employment and upon appointment.
- Possession of a certificate of completion of a Basic Police Academy certified by California Peace Officers Standards and Training (P.O.S.T.).





## IDEAL CANDIDATE

The ideal candidate will be:

- A collaborative, inclusive, and encouraging team member.
- Adaptable and able to work under stressful or difficult conditions
- A service-minded officer, who effectively communicates to a diverse population and workforce, communicating accurately, effectively, and persuasively orally and in writing.
- Skilled at interpersonal relations with excellent ability to listen and understand, diffuse situations, and build relationships.
- A highly disciplined officer demanding a high moral compass of all members of the department and keen political acumen.
- Understanding and accepting of the cultures within the City and Department, and in the community.

## BENEFITS

The City of Sebastopol provides an excellent comprehensive benefits package that includes the following:

Choice of Kaiser or REMIF Anthem Blue Cross

**Health Insurance** for employee and dependents Employer contributes 100% Kaiser premium. Employee pays premium difference for Blue Cross

**Dental & Vision Benefits** Employer contributes 100%

**Life Ins.** \$50,000 for employee. Increased coverage may be purchased by employee

**Long-term Disability Ins.** administered through PORAC

PERS Pension Plan (3% @ 50 for Classic Members. 2.7% @ 57 for PEPRAs Members (hired after 1/1/13).

**Uniform Allowance** is \$1,000 for full-time sworn Police Officers per fiscal year and is non-persable for PEPRAs members.

**Deferred Compensation Plans** are available.

**Vacation, and Sick Leave** accrual benefits.

**Holidays** 15 paid; Funeral, Medical, Family & Personal **Leave benefits** Overtime, On Call, Court Time, Field Training, Relief Shift, Graveyard Shift, and Bilingual Incentive Pay

**Longevity Pay** granted after completion of 5 years at 2%, 10 years at 4%, 15 years at 6%, 20 years at 8%, and 25 years at 10% with a maximum not-to exceed 10%

## Benefits continued:

**Section 125** pre-tax premium plan available.

**Mileage Allowance & Business Travel expense reimbursement** per Travel Policy.

Please refer to the Sebastopol Police Officer's Association (SPOA) Memorandum of Understanding for a comprehensive list of benefits and services at:

<https://www.cityofsebastopol.gov/employee-benefits/>



## HOW TO APPLY

To be considered for this exciting opportunity, candidates should apply through CalOpps.org. <https://www.calopps.org/city-of-sebastopol> or scan QR code below:

This position is **OPEN UNTIL FILLED**

Applications will be reviewed in detail to identify the most qualified candidates to be invited to a multiple-choice exam. Those who score the highest on the exam will move forward to an oral panel interview. In addition, the selected candidate will be required to pass a P.O.S.T physical agility test that will be administered by the City of Sebastopol. If the candidate has proof of passing a physical agility test within the last two years from either the academy or any other agency test that includes a wall climb, they will be exempt.

Additional inquiries about the position or candidates with a disability who may require special assistance in any phase of the recruitment process should advise Danielle Oliveira from Muchmore Than Consulting [danielle@muchmorethanconsulting.org](mailto:danielle@muchmorethanconsulting.org).

Recruitment Services Provided by:



SCAN ME



THE CITY OF SEBASTOPOL IS AN EQUAL OPPORTUNITY EMPLOYER