



POLICE OFFICER - LATERAL

\$111,263.46 - \$135,245.48 Annual Potential Compensation

Holiday Pay – 6.37%

Bilingual pay – 5%

Education pay (up to) – 7.5%

Annual Uniform pay \$1400

(Base Annual Salary \$93,600.96 - \$113,775.96)

APPLICATION CLOSING DATE: CONTINUOUS RECRUITMENT

(Applications will be continuously reviewed and oral board interviews may be scheduled at any time.)

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:

- Cover letter that explains your specific interest in this position with the City of Gilroy Police Department
- Detailed resume focusing on relevant law enforcement work experience and education
- A copy of the required valid P.O.S.T Basic Certificate

ABOUT THE POSITION

The City of Gilroy is recruiting for the position of Police Officer – Lateral. The Gilroy Police Department is located 28 miles south of San Jose, in Santa Clara County, and serves a diverse population base of approximately 50,000 residents. The Gilroy Police Department (GPD) provides 24 hours patrol services responding to public safety calls for service and implementing crime suppression, conducting investigations, traffic enforcement and accident investigation and solving civil conflicts, arresting suspects and engaging in directed patrol missions to prevent or reduce crime in order to protect life and property for the citizens of Gilroy.

The **Mission** of the Gilroy Police Department is: Providing excellent public safety services in partnership with the community.

The **Vision** of the Gilroy Police Department is: The men and women of the Gilroy Police Department are dedicated to courageously ensuring the safety of our community.

The **Core Values** are: Respect, Integrity, Compassion, Teamwork, Innovation, and Accountability.

GENERAL DESCRIPTION:

Under general direction of a police supervisor, patrol and assigned beat in the enforcement of law and order; protects life and property; maintain a calm and safe community.

EXAMPLES OF DUTIES:

1. Perform mobile patrol or fixed post in an assigned area for the prevention of crime and the enforcement of traffic laws and regulations.
2. Investigate and prepare reports on incidents such as accidents, offenses and damage to property.
3. Make arrests and take law enforcement action as appropriate.
4. Respond to pages, radio, and telephone dispatches.
5. Note and report traffic hazards, assist in controlling traffic at scenes of emergencies.
6. Give verbal warning, issue citations and serve warrants.
7. Work with juveniles.
8. Intervene in private or public disputes to protect the public.
9. Appear in court.
10. Investigate complaints.
11. Request medical attention for victims, citizens and suspects when necessary.
12. Interview persons whose actions are suspicious.
13. May transport prisoners.
14. May ride a motorcycle.
15. Provide first aid.
16. Care for and maintain departmental equipment.
17. Work an assigned shift with varies days and/or hours.
18. Conduct follow-up investigations.
19. Report vice conditions.
20. Perform in specialized functions when assigned.
21. Participate in related training programs.
22. May be required to speak in front of community groups.

23. May do research into law, policies, and related matters.
24. May be required to train other department members.
25. May be subject to recall/call-out.
26. Perform related work as required.

QUALIFICATIONS

1. **LATERAL** – Possession of a valid P.O.S.T. Basic certificate. Depending upon education, this certificate is typically obtained after 12-24 months of work as a sworn law enforcement officer.
2. Any combination of education, training or experience equivalent to graduation from high school or possession of a G.E.D. certificate.
3. Be at least 21 years of age.
4. Pass a physical agility test.
5. Be able to meet the current Police Officer Standards and Training (P.O.S.T.) medical standards for a peace officer and be free from any physical condition which might adversely affect the exercise of power as a peace officer.
6. Pass a POST background investigation, which includes a polygraph examination, an extensive Department of Justice criminal record check, an FBI check and a firearms clearance.
7. Pass a post-offer psychological evaluation and medical examination, which includes a drug test.
8. Must be a U.S. citizen or a permanent resident alien who is eligible for and has applied for citizenship. Peace officer applicants must obtain citizenship within three years after filling an employment application.
9. Possess and maintain a valid California Driver License and a safe driving record necessary to operate assigned vehicles.
10. Required to be proficient in typical police weaponry and must maintain department firearms qualification requirements.
11. Pass all required department and P.O.S.T. training.
12. Must possess and maintain C.P.R. and First Aid certificates within six (6) months of hire.
13. Establish and/or maintain residency within 45 minutes normal driving time from the Gilroy Police Station within 18 months from date of hire.
14. Prefer bilingual (English-Spanish).
15. Prefer non-tobacco user.

COMPENSATION AND BENEFITS

Police Officers Association (GPOA) and Memorandum of Understanding (MOU)

The City and GPOA recently approved a four year MOU for the period July 1, 2018 – June 30, 2022. A 4% salary increase is provided on July 1st of each year of the MOU.

Health Allowance and Flexible Benefits Plan

Depending upon the number of dependents the health allowance ranges from \$918.90 to \$2,309.88 per month for 2020 core health benefits. Subject to specific rules, a cash back program is also available with proof of other medical coverage. City employees participate in the PERS Health Program, and may choose their medical coverage from a variety of providers. The City's flexible benefits plan includes medical and dental coverage as core benefits. A range of optional benefits including vision care and medical and dependent care accounts are also available.

Other Benefits/Compensation

- Employees participate in Medicare (1.45% for both the employer and employee) as this is a mandated federal program. The city does not participate in social security.
- Bilingual candidates fluent in Spanish may qualify to receive 5% bilingual pay following a certification process.
- Candidates with a Bachelor's degree or an Advanced P.O.S.T Certificate qualify for up to 7.5% Education Incentive Pay. Candidates with an Intermediate P.O.S.T. Certificate or an AA/AS degree can qualify for 5% Education Incentive Pay.
- Police Officers receive 6.37% Holiday Pay in lieu of holidays off.
- Uniform allowance is \$116.67 per month or \$1400 annually.
- The City contributes \$150 per month to each employee's retiree medical trust (PORAC).

Retirement Benefits

The City of Gilroy shall comply with the Public Employee Pension Reform Act (PEPRA) that went into effect on January 1, 2013.

- **Police Safety Employees Hired On or After January 5, 2011, but Prior to January 1, 2013 and "Classic" CalPERS Members Hired On or After January 1, 2013:** The city shall provide the 2% at 50 CalPERS retirement plan for employees in the Police Safety CalPERS category that were hired to a full-time Police Safety position with the city of Gilroy on or after January 5, 2011, but prior to January 1, 2013 OR to employees hired to a full-time position on or after January 1, 2013 who are categorized as a "classic" member of CalPERS. Single highest year final compensation is included with this plan. The employee shall pay a nine (9%) employee contribution as a pre-tax payroll deduction pursuant to IRC 414(h)(2).
- **Police Safety Employees Hired On or After January 1, 2013 Categorized as "New" CalPERS Members:** The city shall provide the 2.7% at 57 CalPERS retirement plan for employees in the Police Safety CalPERS category that were hired to a full-time Police Safety position with the city of Gilroy on or after January 1, 2013 who are categorized as a "new" member of CalPERS. Employees in this category shall have a pre-tax payroll deduction for 50% of the total normal cost of the plan as identified annually by CalPERS. This employee payroll deduction amount may change from year to year as required by PEPRA. Three year average final compensation is included with this formula.

Leaves and Work Schedule

- Employees accrue 8 hours of sick leave each month.
- Employees accrue vacation at the rate of 10 days a year during the first 5 years, 15 days after 5 years, and 20 days after 15 years.
- Currently, patrol officers work either a 4-10 work schedule, or a 3-12.5 work schedule with a 10 hour training day each month.
- Employees are provided with 20 hours of personal leave time to use each fiscal year.
- Employees may earn up to 40 hours of fitness time off each fiscal year.

Payroll

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

APPLICATION PROCESS

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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 <https://www.governmentjobs.com/careers/cityofgilroy>. 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.

This is a continuous recruitment with periodic review of application packets. 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 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.