



City of Piedmont

announces an employment opportunity for

POLICE OFFICER

Lateral or Academy Graduate

Join Our Team!



Salary: \$8,492-10,249/per month + excellent benefits

Apply online today! <https://piedmont.casellehire.com/jobs/>

- Education Incentive: 5% for P.O.S.T. Intermediate Certificate or AA degree; 7% for P.O.S.T. Advanced Certificate or BA degree (not cumulative).
- Retirement: Classic members will be provided the CalPERS 2% @ 50 plan. Employees new to the CalPERS system, or not eligible for reciprocity, will be provided with the CalPERS 2.7 @ 57 plan.
- Excellent benefits including CalPERS Medical, Delta Dental and VSP Vision.
- Life Insurance: Equal to two times the gross annual salary (maximum of \$200K).
- Vacation: Annual vacation ranges from 8-200 hours, depending on years of service. Up to five years of service as a sworn law enforcement officer is applied towards the calculation of vacation accrual rates.
- Holidays: We provide 13 paid holidays per year.
- Sick Leave: Accrues at the rate of five hours per pay period. Depending on prior service & experience, newly hired lateral transfers may be credited with up to 80 hours of sick leave.
- Uniform Allowance: \$1500 per year

Benefits Continued....

- Vacation: Annual vacation ranges from 88-200 hours, depending on years of service. Up to five years of service as a sworn law enforcement officer is applied towards the calculation of vacation accrual rates.
- Holidays: We provide 12 paid holidays per year.
- Sick Leave: Accrues at the rate of five hours per pay period. Depending upon prior service & experience, newly hired lateral transfers may be credited with up to 80 hours of sick leave.
- Tuition reimbursement up to \$2,400 per fiscal year.
- 5% pay differential for traffic officer, detective and field training officers while training new recruits.
- 4% shift differential for personnel assigned to the night shift.
- 3/12-4/12 work schedule with set working days. Rotation every six (6) months.
- Children of full-time city employees are eligible to attend school in the Piedmont Unified School District. Additionally, the elementary school-aged children of Police Officers are eligible to attend the City's after school program at no charge, and preschool programs are also available.

OUR DEPARTMENT

The Piedmont Police Department is dedicated to providing the best available law enforcement service to the Piedmont community. The department employs a total of 29 full-time employees, including the Chief; (1) Administrative Assistant; (1) Captain; (1) Support Services Commander; (4) Sergeants; (13) Officers; (5) Dispatchers; (1) Records Specialist; (2) Animal Control Officers; and (7) part-time employees. In addition, the department has Reserve Police Officers, Police Explorers and adult volunteers. The Piedmont Police Department is a participative and service-oriented agency that prides itself on having a positive reputation achieved through training, integrity, pride, dedication and proven results. Piedmont Police Officers have a chance to gain valuable experience in a number of special assignments; detectives, traffic, juvenile, canine, bike patrol, use of force instructor and crime prevention.

OUR COMMUNITY

The City of Piedmont is a charter city of approximately 11,000 residents located in the beautiful Oakland Hills, overlooking the San Francisco Bay. The city, which is virtually built out, consists of established residences on quiet tree-lined streets, with a nationally recognized, highly rated public school system. Piedmont is centrally located within a few minutes from Oakland and San Francisco on the West and Concord and Walnut Creek on the East. Piedmont enjoys one of the lowest crime rates in Alameda County and benefits from the diversity of the San Francisco Bay Area.

CANDIDATE REQUIREMENTS

The ability to understand and interpret written and verbal communications and direction, to retain and recall information read and visually observed; strong communication skills, written and verbal; the ability to use appropriate judgment in emergency situations. Candidates will be required to become proficient in the use of computers. Suitability for employment is also based on skills in observation, interpersonal relations, dependability and interest in people. Must be willing to work evening, night, weekend and holiday shifts, work with exposure to difficult circumstances, including exposure to hazardous materials and all-weather conditions.

LICENSES AND CERTIFICATIONS:

Must possess a valid California class C driver's license and have a satisfactory driving record. Must possess a valid basic certificate issued by the California State Commission on Peace Officer Standards and Training (P.O.S.T.) and possess and maintain firearms qualification. The City of Piedmont monitors DMV record information over the course of employment.

EDUCATION AND EXPERIENCE

Must possess a valid California class C driver's license and have a satisfactory driving record. Must possess a valid basic certificate issued by the California State Commission on Peace Officer Standards and Training (P.O.S.T.) and possess and maintain firearms qualification.

PHYSICAL STANDARDS/DEMANDS

Must be 21 years of age or older at the time of appointment. Must maintain P.O.S.T. physical standards, including mobility and physical strength and stamina to respond to emergency situations and apprehend suspects, lift and move individuals or objects weighing to 100 pounds; ability to work in a standard office setting; vision and manual dexterity to operate vehicles including emergency response vehicles in all conditions, often at a high rate of speed in emergency situations; to maintain firearms qualification and to read printed materials and a computer screen; finger and manual dexterity is needed to operate police services equipment and firearms, and to access, enter, and retrieve data using a computer keyboard; vision to maintain firearms qualification, to read printed materials and a computer screen, discern colors and work in a night setting; and hearing and speech to communicate in person, before groups and over the telephone and radio.

In January 2022, the City implemented a mandatory COVID-19 vaccination policy. As a condition of employment, employees must be fully vaccinated for COVID-19 unless a reasonable accommodation request for a medical or religious exemption has been approved by the City.

THE APPLICATION PROCESS

All applications will be reviewed and those persons who, based upon information submitted, are most qualified will be invited into the selection process. The initial process may consist of an oral interview and timed physical agility test. The interview board will evaluate the applicant on the basis of his/her work experience, training, education, knowledge of the job, and general suitability for the position. Candidates selected to fill vacancies must pass a Police Chief's oral interview, a background, polygraph, pre-employment medical and psychological evaluations, as well as the probationary period to become regular city employees.

To be considered for this employment opportunity, please complete an application online:

<https://piedmont.casellehire.com/jobs/> To speak with a member of our recruitment team, please contact Captain Chris Monahan @ (510) 420-3000.

The City of Piedmont complies with ADA and is an EOE employer and is seeking a diverse candidate pool for this employment opportunity. The City reserves the right to close this recruitment at any time and not fill this position.

The information contained herein is subject to change and does not constitute either an expressed or implied contract, and any provisions contained in this bulletin may be modified or revoked without notice.

3/17/22