



# 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; control 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.org](http://www.brisbaneca.org).

### **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 48 or higher on the POST Entry-Level Law Enforcement Test Battery (PELETTB), and proof of passing POST certified academy physical agility test (PAT) within the past 12 months. If selected, proof of completion of the PELETTB and PAT must be submitted prior to continuing with the fingerprint/background process. 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: \$33.12 per hour

Police Officer: \$8,308.69 - \$8,724.11 - \$9,160.31 - \$9,618.32 - \$10,099.24 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.

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

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

Workers Compensation Coverage while at Academy

(over)

**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 MHN
- Employer contribution to choice of 457 Deferred Compensation Plan
- Medical and Dependent Care Flexible Spending Account Available
- Health & Wellness Reimbursement Program
- Voluntary Commuter Spending Account
- Vacation leave
- Sick leave (after 90 days of employment)
- Uniform allowance

**APPLICATION PROCESS:**

Interested candidates must submit a completed online CalOpps employment application along with a copy of their U.S. High School diploma or equivalent, PELLETB and PAT results. Please note that the CalOpps website only accepts one attachment with your application, so please include all supporting documents into one document. If you are unable to upload all requested documents into the CalOpps website, please submit a complete set of documents via fax (415) 508-1178 or email [hrstaff2@ci.brisbane.ca.us](mailto:hrstaff2@ci.brisbane.ca.us) within five (5) days of completing your CalOpps application. Applicants that fail to provide required documents within five (5) days may be disqualified at any time during the process.

**Applications must be received by *WEDNESDAY, AUGUST 18, 2021 at 5:00 PM.*** Resumes in lieu of completed applications and requested documents will not be accepted.

**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 need will be invited to participate in an oral panel interview. Candidates must receive a score of 70% or higher on the oral interview exam 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.*