



Fairfax Police Department Police Officer Position



Police Officer Base Salary \$7049 – \$8997 per month

FILING DATE: Open until filled

Incentives on top of Base Salary as outlined below

Salary Negotiations in progress as of March 2024

Lateral / Academy Graduate or current Academy Student encouraged to apply

An Equal Opportunity Employer. The Town of Fairfax values diversity in its workforce and is committed to actively pursuing a program of equal employment and non-discrimination.

COMPENSATION AND BENEFITS

- Salary Range: \$7049 - \$8997 (with incentives. Laterals can start at step commensurate with experience.)
- Bi Lingual pay 2.5% - 5%
- Nighttime Differential 5%
- Educational incentive 6% -13.5% dependent on College Education or POST certificates.
- Longevity pay of range 2% - 10% Depending on years of service (including lateral time).
- Retirement: PERS 2.7 @ 57 (Eligible Classic PERS laterals 3% @ 55. The employee pays their PERS contribution of 12%.
- Insurance: The Town pays medical and dental benefits for employee and family including registered Domestic Partner as follows: Single fully covered, Single plus spouse \$100 per month employee contribution, Family plan \$200 per month employee contribution.
- Vacation: 10 – 24 days Annual vacation, based on the length of service.
- Vacation cash out option up to 100hrs of accrued time per year
- Holidays: Twelve paid holidays per year.
- Leaves: Personal, Family Care, and Sick Leave available.
- Uniform Allowance: The Town pays \$950/year.
- Tuition Reimbursement program
- Sick leave buyback program upon retirement.
- Overtime: At 1-1/2 time with choice of pay or time off. Double Overtime in some circumstances
- Medical Retirement Town contributes 1% of employee's rate of pay into a Health Savings Plan.

Other Benefits: Other benefits offered by the Town include PERS Medical, Employee Assistance Program and Deferred Income Plan.

THE TOWN

Fairfax is a residential community of 7,500 population located within a 30-minute drive from San Francisco, the beach, and the mountains, in western Marin County. The Mediterranean climate makes it one of the most enjoyable living areas in the country. The Town enjoys a mild climate year-round. Excellent recreational facilities are available in and around the Fairfax area. There are vast cultural and recreation resources of Muir Woods, five state parks, the San Francisco area, Oakland, Berkeley and the nearby wine country attractions.

THE DEPARTMENT

The Department consists 16 full time employees and 7 part time employees. 11 sworn personnel as follows: The Chief of Police, One Lieutenant, two Sergeants, two Corporals, one Detective, four Patrol Officers. Five Civilian employees: Four Dispatchers and one Police Service Technician. Two Police Cadets and four part-time dispatchers. The officers are generalists who typically handle cases from first response, through investigation, and onto final disposition. In addition, Officers frequently assist

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administrative staff duties and assignments to formulate departmental policies, procedures and tactics. The Department is well equipped and well trained.

This general announcement is subject to change. It does not constitute an expressed or implied contract.

THE POSITION

An Officer is assigned to one of several patrol shifts. Those assignments usually rotate every four months. The Department is interested in providing a high level of training to all personnel who desire to increase their level of proficiency.

Officers enjoy a 3-12 or a 4 -10 schedule, and are assigned to a specific patrol shift, which are rotated every 4 months.

QUALIFICATIONS

Minimum age: 21 years of age at time of appointment.

Education/ Experience/License: High school diploma or equivalent. Graduation from a P.O.S.T. approved Basic Law Enforcement Academy, or current Police Academy student. Possession of a valid California driver license during all period of employment.

Knowledge of: English usage, spelling and punctuation, and interview techniques necessary to obtain investigative and personal data. Typing and computer skills: working knowledge of personal computers, including word processing.

Citizenship: Must be a U.S. citizen, permanent resident alien, or must have applied for citizenship. If a military veteran, then discharges other than honorable will be evaluated on an individual basis.

Free from any physical condition which would be disqualifying per the P.O.S.T. standards. A medical screening for California Law Enforcement. Weight in proportion to height. Satisfactory results on appropriate written, medical, background and psychiatric examinations.

SELECTION PROCESS

Examination process will first consist of a review of application material. Processes following may include any of the following singularly or collectively; Written exam, oral exam, one-on-one interview with a Lieutenant or Police Chief.

Prior to an employment offer being made, a thorough background check will be done. At the time employment is offered, applicants are required to successfully pass a medical and psychological examination and must be able to furnish proof of legal right to work within the United States. Candidates must not have been convicted by any state or by the federal government of a crime for which the punishment could have been imprisonment in a federal penitentiary or a state prison.

Interested applicants should email their resume and qualifications to:

chief@fairfaxpd.org

Attention:

Office of the Chief of Police

Fairfax Police Department