



## The Department

The Town of Los Gatos and City of Monte Sereno communities have a combined population of about 34,000 residents who enjoy a high quality of life with low crime rates. The Los Gatos Monte Sereno Police Department is comprised of 59 sworn and civilian personnel and over 50 community volunteers. The members of the LGMS Police Department work hard to provide a full range of services and are committed to providing the highest quality service to our residents, businesses and visitors. We are proud of the relationship with our community and are constantly solidifying that relationship through partnerships, collaboration, and our individual contacts. The Police Department's vision include:

- **Building a highly competent, professional police department.**
- **Building community relationships.**
- **Engaging in community problem solving.**

**Our ultimate goal is to know everyone in the community.**

# The Los Gatos Monte Sereno Police Department

is actively recruiting for the position of

## Police Officer—Pre-Service

If you are interested in pursuing this exciting career opportunity, submit an application on-line by clicking [here](#). Applications are accepted and reviewed on a continuous basis.

Salary Range: **\$101,920—\$123,885** annually, plus a comprehensive benefits package. Placement within the range depends on experience.

The position is represented by the Police Officers' Association (POA).

## The Position

The successful Police Officer—Pre-Service, with training, will possess the knowledge, skills and abilities to:

- Work alone and patrol an assigned area of Town;
- Work in an outdoor environment for extended periods when required;
- Work flexible shifts, including nights and weekends;
- Demonstrate sound judgement, tact and integrity, and act with courtesy, resourcefulness, and initiative;
- Conduct preliminary or follow-up investigations of burglaries, thefts, robberies, deaths, accidents, and other disturbances;
- Prepare cases and evidence for trial and appear in court as witness;
- Establish and maintain effective working relationships with those contacted in the course of work;
- Answer calls for protection of life and property in the enforcement of Town, County and State laws

## Collateral and Specialized Assignments

The Los Gatos Monte Sereno Police Department has a commitment to provide staff with opportunities to grow professionally and be challenged in their assignments. The Department has a culture of promoting from within. The following opportunities are offered:

- |                                 |                                  |
|---------------------------------|----------------------------------|
| • Crisis Response Unit          | • Crime Scene Investigation Team |
| • Bicycle Team                  | • Crisis Negotiations Team       |
| • Collision Reconstruction Team | • Task Force Officer             |
| • Defensive Tactics Instructor  | • Explorer Police Advisor        |
| • Peer Support Team             | • Crisis Intervention Team       |

### Specialized Assignments:

(Receive additional 5% incentive pay)

- |                           |                                |
|---------------------------|--------------------------------|
| • Canine Officer          | • Field Training Officer (FTO) |
| • School Resource Officer | • Investigations               |
| • Motorcycle Officer      |                                |

## Qualifications

To be eligible for consideration, applicants must have successfully completed the Basic Police Academy within the past year OR are currently enrolled in a California Police Academy (unaffiliated) and have at least 4 weeks of completed instruction and be in good standing with the Academy.

### Minimum Qualifications

- Proof of enrollment or graduation from a California Basic Police Academy prior to hire.
- Graduation from high school or equivalent;
- Completion of 60 semester units from an accredited college;
- Possess a valid California Class C Driver's License;
- Reached at least age 21 at time of appointment;
- Be a citizen of the United States or a permanent resident alien who is eligible for and has applied for citizenship;

### Desired Qualifications

- A Bachelor's degree from an accredited college or university
- Ability to fluently speak and understand a foreign language
- Ability to solve problems, effectively communicate and make good decisions
- Ability to write clear, comprehensive reports



## Selection Process

All applications will be accepted through NeoGov on a continuous basis with periodic application screening.

- Applications must include proof of enrollment or if a graduate from a California Basic Police Academy you **must** attach a copy of your California P.O.S.T Basic Certificate.
- Only the most qualified applicants with the most relevant experience and education will be invited to continue in the selection process. Meeting the minimum qualifications does not guarantee continuation in the process.
- The testing process may include, but is not limited to: phone interview, personal history questionnaire, and oral panel interview.

**Please note:** Final candidates for the position will be subject to a thorough background investigation including, but not limited to: criminal history, Department of Justice fingerprinting, medical exam, including drug screening, polygraph, and psychological exam.

## Benefits Package

**Incentive Pay:** P.O.S.T (up to 7.5%), education (2.5%), specialty assignments (5%), proficiency in other languages (2.5%)

**Health Insurance:** Town contribution toward medical, dental, and vision coverage. Cash in-lieu up to \$400 per month for eligible employees.

**Uniform Allowance:** \$1,380 annually

**Holiday-in-Lieu Pay:** effective 1/1/19 Holiday-in-Lieu premium pay equals 4% of base pay.

**Retirement:** 3% @ 50 CalPERS retirement benefit for qualified "classic" members and 2.7% @ 57 for "new" members as defined by CalPERS.

**Income Protection Insurance:** \$50,000 Town-paid term life insurance, plus \$50,000 accidental; option to purchase additional supplemental employee and dependent life insurance and short and long-term disability insurance.

**Paid Leaves:** Up to 25 days vacation accrual based on years of service; 12 days sick accrual; and 3 days personal leave. Bi-Annual Vacation, and CTO Cash-Out Option Available.

**Tuition Reimbursement:** Up to 2 full-time semester rates per year at SJSU tuition rate.

### Section 125 Flexible Spending

**Accounts:** Voluntary employee contributions up to \$2,650 per year for health care, and up to \$5,000 per year for dependent care.

*The Town of Los Gatos is an Equal Opportunity Employer (EOE). Reasonable accommodations: Please call (408) 399-5739 at least five (5) days in advance of the selection process. The information contained within this announcement may be modified or revoked without notice and does not constitute either an expressed or implied contract.*