



SAN RAFAEL

THE CITY WITH A MISSION

POLICE RECRUIT

\$6,775 - \$8,647 per month
Plus excellent benefits

Additional Pay Incentives:

Shift Differential (3%-5%)

Bilingual Pay (Conversational-2.5%; Full-5%; Fluent-10%)

Uniform Allowance - \$325.00 (June/December)

APPLICATION DEADLINE: *Continuous Recruitment*

THE CITY is focused on enhancing our community members' quality of life through well-designed services and a positive workplace culture. San Rafael is the economic and cultural heart of Marin County, and its high quality of life is centered on its commercial districts, engaged neighborhoods, active lifestyle, and natural environment. San Rafael (population 59,000) is a full-service city with a city council/city manager form of government with 12 departments, more than 400 employees, and an annual budget of \$100 million. The City's vision is to be a vibrant economic and cultural center reflective of its diversity. The City Council is engaged and seeks to strengthen the urban and commercial areas as well as sustain the beautiful natural environment.

San Rafael's Organizational culture framework is an initiative called **"Together San Rafael."** City employees are our greatest asset, and we seek talented individuals with diverse backgrounds who are creative, curious, and excited about a challenge. We are a results-driven team focused on the needs of community members. The **Together San Rafael initiative is focused** on modernizing City services and increasing the engagement of employees. This initiative recognizes the interconnectedness of the customer and employee experience.

JOB DESCRIPTION:

This is a non-sworn, civilian training classification to be used while incumbent is attending a certified P.O.S.T. Basic Police Academy. Incumbent in this classification receives the same employee benefits as Police Officers, with the exception of being placed in the "Miscellaneous" retirement category until successful completion of a designated police academy, and as a civilian employee, will not be covered by government code sections 4850 and 3300 through 3311. Upon successful completion of an academy, incumbent shall be sworn as a Police Officer, placed in the safety retirement category and begin an 18-month probationary period as a Police Officer on the date of swearing in.

Job Related and Essential Qualifications:

Education:

- High school graduate or its equivalent.
- Completion of 30 semester (or equivalent quarter) units from an accredited college or university preferred.

Physical Capabilities/Vision:

- Must be capable of performing the full range of work assigned to a Police Officer free from physical, mental or emotional restrictions, which would adversely impact job performance.
- All vision must be corrected to 20/20.
- Must be free from color blindness and have a normal field of vision.

Hearing:

- Normal hearing acuity.

Height/Weight:

- Weight in proportion to height, age and frame.

Age:

- Applicant must be 21 years of age minimum by completion of Police Academy.

Citizenship:

- California Government Code Section 1031(a) requires that Police Officers be citizens of the United States. California Government Code Section 1031.5 requires that permanent resident aliens who desire to be employed as Police Officers be eligible for and have applied for citizenship.

License:

- Possession of a valid California driver's license issued by the Department of Motor Vehicles.

APPLICATION AND SELECTION PROCESS:

City of San Rafael application is required. Resumes do not substitute for the City application. Candidates **must** detail related education and experience on the online application since the application will be used to select candidates for testing. The examination for this recruitment will consist of any or all of the following: application appraisal and oral board interview examination. NOTE: Prior to appointment, the selected candidate must submit to and pass a P.O.S.T. approved background investigation and polygraph/CVSA examination. On a conditional job offer,

the candidate must complete and pass a pre-placement psychological and medical examination, including drug screening prior to appointment. To file an application, go to: www.calopps.org. Select "Member Agencies". Select "San Rafael". Or, to apply, follow this link: <https://www.calopps.org/san-rafael/job-20143389>

Reasonable Accommodation: The City of San Rafael will make reasonable accommodations in the exam process to accommodate disabled applicants. If you have a disability for which you require an accommodation, please contact us at (415) 485-3474 before the oral board date.

To access the full Police Recruit Job Description, please follow this link:

https://storage.googleapis.com/proudcity/devsanrafaelca/uploads/2016/11/Police_Recruit.pdf