



**THE CITY OF PLEASANT HILL**  
INVITES YOUR INTEREST FOR THE POSITION OF

**POLICE OFFICER**  
(LATERALS, ACADEMY GRADUATES & ENTRY LEVEL)



**APPLY NOW!**  
[PLEASANTHILLCA.ORG/JOBS](http://PLEASANTHILLCA.ORG/JOBS)



**POLICE OFFICER TRAINEE -**  
**\$6,546/ MONTH**

**POLICE OFFICER -**  
**\$7,878 to \$10,683/ MONTH**  
**COMPENSATION UP TO**  
**\$12,285 WITH INCENTIVES**





## COMPENSATION & BENEFITS

The City of Pleasant Hill offers a competitive compensation and benefits program.

**Salary: Academy Graduate: \$7,878 to \$10,683 per month; Police Officer Trainee: \$6,546 per month**

**Health/Medical Benefit:** Choice of coverage with Kaiser or Blue Shield. Employees pay 20% of the medical premium on a pre-tax basis or may have \$400/month redirected to deferred compensation in-lieu of coverage

**Dental & Vision Coverage:** City paid coverage for employee and eligible dependents

**Retirement:** CalPERS enrollment 3% @ 55 (Classic); 2.7% at 57 (PEPRA New Member)

**MissionSquare Deferred Compensation & Roth IRA Plans:** Voluntary plans available to all employees

**MissionSquare Retiree Health Savings Plan:** City contributes \$100.45 per month

**Holidays:** City recognizes 14 paid holidays per year

**Life Insurance/Long Term Disability:** Life and Long Term Disability are fully paid by the City

**Section 125 Plan:** Dependent care and out-of-pocket medical costs may be paid on a pre-tax basis

**Uniform Allowance:** \$1,438 per year, adjusted annually per CPI

**Sick Leave:** Earned at the rate of one day per month

**Vacation:** Earned at the rate of 12 days per year, increasing with service years

**Educational Degree Incentive:** Bachelor's Degree 5%, MA/MS Degree 7.5%

**POST Certification Incentive:** Intermediate POST Certificate 1.25%, Advanced POST Certificate 2.5%,

**Educational Expense Reimbursement:** Up to \$500 reimbursement per semester or quarter for books, technology upgrades and tuition, and \$2,000 per calendar year overall

**Special Duty Assignment Pay:** Crisis Intervention Team (2.5%), Professional Standards Sergeant (2.5%), Community Resource Officer and School Resource Officer (5%); Evidence/Forensics (2.5%), Detective (5%); Canine Officer and Motorcycle Officer (special extra hourly rate)

**Special Compensation:** 5% Shift Differential Pay; Acting Pay rate included in Overtime Rate; Master Officer/ Corporal/Sergeant Program: 5% Pay Differential after achieving the Master Officer Program criteria

**Bilingual Pay:** Paid in the amount of \$75/month to qualified Association members

**On Duty Exercise Program:** 1 hour per shift

## APPLICATIONS

Applications are only accepted online at <https://www.calopps.org/city-of-pleasant-hill>. Resumes will not be accepted in lieu of a City Application. All applicants must be at least 21 years of age at time of appointment, meet the physical requirements set in the California P.O.S.T. screening manual, and must have passed (within the last 12 months) or be able to pass the P.O.S.T. Basic Entry Level written exam with a minimum T-Score of 48.

### SELECTION:

Initial screening of applicants will be based on quality of experience, education and training. Those selected will be subject to an interview, a thorough background check, a physical, drug screen, psychological evaluation, and polygraph. Failure to achieve a qualifying score on any portion of the selection process will eliminate a candidate from further consideration.

### EDUCATION & EXPERIENCE:

**Entry Level:** High school diploma and 60 units of college-level course work

**Academy Graduate:** High school diploma and 45 units of college-level course work in addition to graduation from P.O.S.T. basic academy.

**Lateral Candidates:** High school diploma and 30 units of college-level course work.

Entry level and Academy Graduate candidates with an honorable discharge may be credited with up to 15 semester units for a minimum of 3 years of active duty in the U.S. Armed Services (Army, Navy, Air Force, Marines and Coast Guard).

Contact Sgt. Kevin Tillman 925-288-4644 or [ktillman@pleasanthillpd.org](mailto:ktillman@pleasanthillpd.org) for more information.

## THE COMMUNITY AND OUR MISSION

Pleasant Hill is home to approximately 33,000 residents and is located at the center of the Interstate 680 corridor in Central Contra Costa County. The residents and businesses enjoy a strong sense of community. The Pleasant Hill Police Department works in partnership with the community to solve problems and maintain an outstanding quality of life. We have 60 full-time sworn and civilian employees who proudly serve to protect the lives and property of those who visit, live and work in our community.

Our mission is to provide the highest level of professional police service to all members of our community. We are committed to the impartial and lawful resolution of problems. We seek to ensure a quality of life that allows residents and visitors to feel safe. We strive to build and maintain the public's trust. Becoming a part of the Pleasant Hill Police Department is much more than a job; it's an opportunity to serve in a community that truly supports its law enforcement officers. We are proud of the professionalism, values, and service provided to our community and we are always looking for qualified and motivated individuals who want to join our team of law enforcement professionals.

## THE POSITION

Pleasant Hill Police Officers can serve in patrol, traffic, investigations, and K-9 assignments. Other collateral opportunities include instructor positions (Firearms and Force Options Team), Regional SWAT, Mobile Field Force, 10851 Task Force, CSI, Regional Major Accident Investigation Team, Driving Team with firearms and force options team, Crisis Intervention Team (CIT), FBI Safe Streets Task Force, SET Team, Drone Team, Social Media Team, Community Resource Officer, School Resource Officer, and Field Training Officers. Officers work 12-hour shifts as part of a Team concept.

### Duties include, but not limited to:

- Patrols assigned areas by car, foot, or motorcycle; performs crime suppression and prevention activities; answers special calls; conducts initial and follow-up investigations including burglaries, robberies, death, suicides, theft, felonies and other law violations; answers complaints including domestic disturbances, health code and local ordinance violations; investigates suspicious circumstances.
- Enforces traffic laws; controls and directs traffic when necessary; performs crowd control, special event or riot duties; assists in crime prevention activities and the control of juvenile delinquency; administers first aid in cases of emergency; books prisoners in the City jail and assists in their custody, care and welfare.
- Obtains and processes evidence; takes written statements; prepares required reports and maintains investigative records, serves warrants and subpoenas; testifies in court in connection with prosecution of offenders. Furnishes information and direction to the public.
- Responds to questions, concerns and requests for service from the general public; provides information as appropriate and resolves complaints.
- Establishes positive working relationships with representatives of community organizations, state/local agencies and associations, City management and staff, and the public.
- Participates in training courses and programs.

### AMERICANS WITH DISABILITIES ACT (ADA):

If you are an individual with a disability as defined by the ADA and you need reasonable accommodation to participate in any stage of the examination process, please contact Human Resources at least one week in advance to arrange for reasonable accommodations

