

## WHAT WE'RE OFFERING YOU...

- A competitive salary and great benefits
- Field training by experienced officers before assuming full job responsibility
- Support from a dedicated team of skilled professional co-workers
- A vital and visible role in the community, providing law enforcement and public service
- A wide variety of specialized primary and collateral assignments, most with premium pay ranging from 2.5 - 5% of salary:
  - ★ Accident Investigator
  - ★ Canine Officer
  - ★ Hostage Negotiations Team
  - ★ Detective
  - ★ Environmental Crimes Team
  - ★ Motorcycle Traffic Officer
  - ★ Field Training Officer
  - ★ S.W.A.T.
  - ★ School Resource Officer
  - ★ Background Investigator

...And other assignments too!
- Promotional opportunities to Sergeant, Lieutenant, Captain, and Chief!
- The advantage of living in a growing and diverse community, with outdoor sports, fine arts, great food and wine, and more!
- A chance to join us for a challenging and rewarding career...

## Santa Rosa Police Department - a leader in law enforcement!

*Committed to making Santa Rosa a safe place to live, work and play.*

## 👤👤👤 BENEFIT HIGHLIGHTS

<b>Health, Dental &amp; Vision Insurance</b>	CalPERS Health Benefits Program; City contributes portion of monthly premium for employees; variety of family/ domestic partner coverages available  <a href="http://calpers.ca.gov">calpers.ca.gov</a>
<b>Uniform Allowance</b>	\$1,100 per year
<b>Body Armor</b>	\$1,000 new officer; \$300 per year for replacement
<b>Vacation &amp; Sick Leave</b>	Accrue 80 hours for first 4 years, 120 hours for years 5 - 9. <u>Sick leave 8 hours per month</u>
<b>Hiring Incentive for Qualified Lateral Applicants</b>	Bank of 40 hours sick leave at time of hire; and 80 hours of vacation upon completion of FTO
<b>Holidays</b>	Lump sum payment of 144 hours, paid in December.
<b>Retiree Health Benefit Trust</b>	3.75% City contribution for retiree health benefits
<b>Master Police Officer</b>	4% of salary for years of experience, education, and special assignments
<b>Shift Differential</b>	3% for swing and night shifts
<b>Bilingual Pay</b>	5% - Advanced 3% - Intermediate

**For more detailed benefits information and to apply online:**  
[www.santarosacityjobs.com](http://www.santarosacityjobs.com)

Police Department  
965 Sonoma Avenue  
Santa Rosa, CA 95404  
Recruiting Office: 707-543-HIRE  
[www.santarosapd.com](http://www.santarosapd.com)



## CITY OF SANTA ROSA

*is accepting online applications for the position of*

## POLICE OFFICER Lateral Academy Attendee/Graduate



### Salary:

**\$6,922 - \$8,825 Monthly**

Tier Two: 3% at 55 CalPERS

Tier Three: 2.7% at 57 CalPERS

13% - 13.5% employee-paid CalPERS contribution plus

7.75% Advanced P.O.S.T. Certificate

4.5% Intermediate P.O.S.T. Certificate

**APPLICATIONS ACCEPTED CONTINUOUSLY**

***An Equal Opportunity Employer***

# YOU ALREADY HAVE THE TECHNICAL SKILLS.

Do you also have the ability to:

- ☑ **Communicate effectively with a wide variety of people, remaining open to the viewpoints of others, listening well, and demonstrating sensitivity to cultural differences;**
- ☑ **Solve problems cooperatively, using creativity and flexibility, and being willing to take risks;**
- ☑ **Maintain composure under stress, and assert yourself positively;**
- ☑ **Adapt to changes in work procedures, organizational culture and the community; learn and apply new information in an environment of growth and innovation;**
- ☑ **Participate effectively in teams by exercising good judgment, accepting responsibility, acknowledging mistakes and sharing successes;**
- ☑ **Be observant, identifying potential problems, community needs, and preventative activities;**
- ☑ **Understand and apply the laws, regulations, rules and procedures which pertain to law enforcement;**

**AND**

- ☑ **Communicate clearly in writing?**

**If you do, the Santa Rosa Police Department is for YOU!**

## THE SELECTION PROCEDURE:

Applicants must complete a City application and questionnaire on line and must demonstrate the following minimum requirements:

### EXPERIENCE

**Lateral Applicant:** currently employed as a peace officer in a California-authorized jurisdiction with a minimum of one year of full-time experience, or have been so employed within the past **two** years, **AND** possess or eligible to possess a California P.O.S.T. Basic Certificate. (Reserve officer time is not considered qualifying as a lateral.) **You may be eligible to be appointed up to the TOP step in the salary range.**

### Academy Attendee/Graduate Applicant:

currently attending, **OR** have completed a California P.O.S.T.-approved Basic Police Academy within the last **two** years.

A California P.O.S.T. Requalification Course Certificate or a Basic Course Waiver issued within the last **two** years are also qualifying.

### EDUCATION

Candidates meeting Government Code 1031e education standard will be considered. The majority of candidates hired by SRPD possess a significant amount of college education. A two-year degree is typical and a four-year degree from an accredited college or university is highly desirable.

### LICENSE

Individuals must be physically able to operate a vehicle safely and must possess a valid "Class C" California driver license.



The City of Santa Rosa does not discriminate on the basis of disability in the admissions or access to, or treatment of or employment in, its programs or activities. Requests for alternate formats may be made by contacting the Human Resources Department at (707) 543-3060 or TDD (707) 543-3063.

## The selection process has 3 parts:

**Part I:** A report writing exercise will be administered to assess your observation and writing skills. Personal computers are used for the report writing exercise.

**Part II:** An oral appraisal interview will be conducted to measure your education, training, experience, problem-solving and interpersonal skills, community involvement/cultural awareness, and other job-related qualifications. *Only candidates with the highest scores from the appraisal interview will proceed to Part III, the background investigation.*

**Part III:** Part III consists of a thorough background investigation which includes: police records check, review of DMV driving record and illegal drug use, personal history statement, and polygraph examination.

Prior to appointment, candidates must successfully complete a Chief's interview and evaluation, a psychological evaluation, and a comprehensive medical examination, including testing for the following visual acuity standards:

**Vision Acuity Standards:** *For individuals wearing eye glasses or hard contact lenses, uncorrected vision of 20/80 or better in both eyes; corrected vision of 20/30 when both eyes are tested together. For those wearing soft contact lenses, no "uncorrected" far-vision acuity standard applies, but vision must be corrected to 20/30 when both eyes are tested together. The wearer of hard or soft lenses must have at least one year of successful use. Normal color vision is required. Individuals who have had LASIK surgery may be cleared for hire if visual function standards are met and there is no presence of significant symptoms, complications, or regression.*