

## About the City

The City of Pinole is located in the San Francisco Bay Area, on the shores of San Pablo Bay in West Contra Costa County. Interstate-80, which traverses the City, connects the San Francisco/Oakland metropolitan area with Sacramento and points East. Pinole is linked to central Contra Costa County including the cities of Martinez, Concord, and Pleasant Hill by State Route 4, which begins just north of the City and connects with Interstate-680.

The City of Pinole has a land area of more than four square miles; much of the land has gently rolling hills with steeper hills paralleling on the north and south. Elevation in the City ranges from sea level to 500 feet above sea level.

### Application & Examination Process

You may obtain an application at City Hall located at 2131 Pear Street or from our website at [www.ci.pinole.ca.us](http://www.ci.pinole.ca.us) or you may request an application be mailed to you by calling (510) 724-9006.

Your original application is required (FAXes and copies are not acceptable). **Academy Graduates must provide a copy of their T-Score of 42 or higher from the POST Entry-Level Law Enforcement Test Battery (PELETB) on agency/academy letterhead.** Academy Grads who do not possess a T-Score may be invited to a written test. You may supplement your application with a resume, but a resume alone will be deemed an incomplete application.

Applicants appearing to have the best combination of education, training and experience will be invited to participate in the examination process. The examination process may include a written examination and an oral board assessment. The City reserves the right to utilize alternative testing methods if deemed necessary.

Appointment is subject to passing a pre-employment background screening, including medical and psychological evaluations. A probationary period of eighteen (18) months follows appointment.

**The final filing deadline  
for this position is:**

**CONTINUOUS**



The City of Pinole,  
California  
Invites Applications for

# Police Officer

Lateral &  
Academy Graduate



**Police Department**



**our mission:**  
the protection of **life** and **property**,  
through exemplary customer service to the  
community, in accordance with strict adherence  
to the Law Enforcement Code of Ethics.

This mission shall be accomplished by providing  
**fair and equal treatment** to all persons.

## The Department

The Police Department consists of Field Operations, Criminal Investigations Division, Crime Prevention Unit, Communications, Records and Property and Evidence. Specialty assignment opportunities include Motor Officer, School Resource Officer, Detective, and Canine Officer.

The Pinole Police Department is comprised of 27 sworn and 15 civilian positions.

## The Position

After completing the Field Training Program, Police Officers perform a wide variety of patrol and related duties involving the prevention of crime, the protection of life and property and the enforcement of laws and ordinances. In addition to patrol and traffic enforcement activities, Officers conduct interviews, collect and preserve evidence, perform investigations, assist in the preparation of cases and testify in court.

Our highest priority is providing outstanding service to our community through adherence to our Core Values.

### The Police Officer candidate will be:

- LATERAL—Currently working as a Police Officer for a CA Law Enforcement Agency **OR** employed as a Police Officer for a CA Law Enforcement Agency within the past 36 months.
- ACADEMY GRADUATE—Graduate of a POST accredited Police Academy within the past 36 months.
- In possession of and able to maintain a valid California class C driver's license and a satisfactory driving record. Must possess a valid Basic Certificate issued by the California State Commission on Peace Officer Standards and Training (P.O.S.T.). Current firearms qualification required and must be maintained throughout employment with the City.
- Knowledge of law enforcement principles, practices and techniques related to patrol, traffic enforcement, crime scene control and investigation, protection of life and property, pursuit, apprehension and transportation of suspects.
- Skilled in observing accurately, recalling faces, names, descriptive characteristics, facts of incidents and places.
- Familiar with the rules of evidence regarding search and seizure and the preservation of evidence.
- A high school graduate (or equivalent) and possess 30 or more semester units (or equivalent quarter units) in administration of justice, law enforcement or closely related field.

### Police Officers will enjoy:

**An annual base salary of \$70,146—\$85,263**

**Health Insurance:** Selection from PERS Medical Plans; City pays up to the prior year's Kaiser rates, based on family status. Retiree medical benefits are available (PERS Vesting Schedule).

**Dental Insurance:** Delta Dental; City pays the entire premium.

**Retirement:** PERS - Benefit based on CalPERS membership status at time of hire:

- Classic\* PERS Member: 3% @ 55. Employee pays 18.3935% (9% Employee Rate, plus 9.3935% of the Employer Rate for FY 15/16).
- New\* PERS Member: 2.7% @ 57. Employee and Employer each pay 11.5%.

*\* as defined by CalPERS.*

**Vacation:** Earned at 8-16 hours/month depending on years of service. Maximum accrual is twice the annual rate.

**Holiday Pay:** Holiday Pay for 11 holidays, paid at a premium of 1.3 times 8 hours each, plus 11 hours of floating holiday time.

**Sick Leave:** Earned at 8 hours per month.

**Uniform Allowance:** \$1,000/yr.

**Safety Equipment Allowance:** \$255/yr.

**Life Insurance:** City pays entire premium for \$40,000 term life and AD+D policy.

**Deferred Comp. Plan:** Offered by City through ICMA.

**Career Incentive:** Up to \$600/year reimbursement after successful completion of approved courses with a qualifying grade.

**Degree/Certificate Pay:** \$125/mo for AA or Intermediate POST; \$225/mo for BA or Advanced POST.