



CITY of BELVEDERE

450 San Rafael Ave. Belvedere, CA 94920-2336
Tel: 415/435-3266 Fax: 415/435-8471

POLICE DEPARTMENT

Invites Applications for the Position of

POLICE OFFICER – (Lateral)

The Belvedere Police Department is seeking candidates for the position of Police Officer. The successful candidate will be a mature man or woman who is personable and service oriented.

MINIMUM QUALIFICATIONS:

1. At the time of appointment, graduation from a Basic Academy, certified by the California Commission of Peace Officer's Standards (POST) and/or employed as a peace officer, within the last three years.
2. Valid California driver's license.
3. History of honesty, integrity and good citizenship, which can be confirmed through a stringent background investigation and polygraph examination.
4. Applicants must be physically and mentally capable of performing the essential functions of this position with or without reasonable accommodation. (Note: Qualified individuals with a disability seeking accommodation must request it by calling 415-435-3266.
5. Ability to pass a comprehensive psychological evaluation and medical examination, per the standards cited in the POST document, "Medical Screening for California Law Enforcement."
6. Minimum age, 21 / Maximum age, none.
7. Be a U.S. citizen or be otherwise qualified per POST Standards.
8. High School graduate.
9. Ability to interact congenially with the public and fellow employees.
10. Ability to successfully complete a Field Officer Training Program and an 18-month probationary period.
11. No residency requirements.
12. The City of Belvedere is an equal opportunity employer.

THE DEPARTMENT:

The Department consists of the Chief of Police, a Sergeant, five Officers, and a Police Secretary. The Officers are generalists who typically handle cases from first response, through investigation, and onto final disposition. In addition, Officers frequently assist the Chief of Police with administrative duties and consult closely with him in formulation of departmental policies, procedures and tactics. The department is well equipped and well trained.

An Officer is assigned to one of three patrol shifts. Those assignments usually rotate every four months. Officers frequently work alone and may be required to make decisions regarding appropriate courses or action without direct supervision. The Department is interested in providing a high level of training to those officers who desire to increase their level of proficiency.

THE COMMUNITY:

Belvedere is an affluent residential community of 2,400 population located at the southern tip of the picturesque Tiburon Peninsula on the San Francisco Bay. Its citizenry respect the Department and its Officers, and in turn, its many professional and executive level residents expect a high degree of professionalism, combined with a service orientation from its Police Officers. The City enjoys a relatively low crime rate, however, it is not without crime and there is sufficient activity to provide a challenge to the Department's small number of personnel.

SALARY/BENEFITS:

1. **Salary:**
Current: \$4,818 - \$5,059 - \$5,312 - \$5,578 - \$5,856 2.5% bonus for graveyard shift.
Longevity Pay: 1% above base after 2 years of service, .5% per year additional for every year to a maximum of 5% after 10+ years of service.
Appointment can be made within the range based upon qualifications and experience.
2. **Retirement:**
2/50 PERS Plan; 8% of the employee contribution is paid by the City;PARS retirement enhancement after 15 years as well.
3. **Incentives:**
\$50.00 for an AA Degree or 60 semester units. \$100.00 for a BA Degree or an Advanced POST Certificate. 5% for performing as FTO.
4. **Uniform Allowance:**
\$720.00 per year.
5. **Vacation:**
10 days after 12 months employment. Increases after one year of service.
6. **Insurance:**
Medical paid up to \$1,000 a month. Dental, long term disability fully paid. Life Insurance Policy in the amount of your annual salary not to exceed \$100,000. City matches deferred compensation up to \$100 a month.
7. **Overtime:**
At 1 ½ time with choice of pay or time off. Compensation for meals consumed during overtime assignments.
8. **Holidays:**
Eleven (11) paid holidays per year and two floating holidays.
9. **Sick Leave:**
8 hours per month – Optional pay or Compensatory Time Off Conversion Plan available after full calendar year of service.
10. **Education:**
Education Cost Reimbursement Plan Available; not to exceed \$250.00 per year.

HOW TO APPLY:

Submit a current resume and mail to: Mark Campbell, Chief of Police
Belvedere Police Department
450 San Rafael Avenue
Belvedere CA, 94920

Apply immediately. Position open