



CITY OF PIEDMONT CALIFORNIA

Invites applications for the position of:

Police Officer Trainee

Hourly Rate: \$39

Closing Date: Continuous Recruitment

The City of Piedmont is a charter city of approximately 11,000 residents located in the beautiful Oakland Hills, overlooking the San Francisco Bay. The city, which is virtually built out, consists of established residences on quiet tree-lined streets. Within Piedmont's 1.8 square-mile area there are five city parks and numerous landscaped areas which offer wooded paths, tennis courts, children's playgrounds and picnic facilities.

DEFINITION

Under general supervision of a Police Sergeant or a Police Officer with field training responsibilities, attends the Police Academy to achieve possession of a P.O.S.T. Basic Certificate; learns to perform a wide variety of patrol and related duties involving the protection of life and property, deterring crime, enforcement of laws and ordinances, assistance to the public and fostering community relations. Appointment to this position is limited to the duration of the Police Academy. Upon successful completion and graduation from the Police Academy, recruits shall be appointed to the position of probationary Police Officer.

Education and Experience:

Equivalent to graduation from high school. In addition, completion of college level course work in criminal justice and/or a related field, that equates to a minimum of 30 semester units or equivalent quarter units. Volunteer law enforcement experience and/or experience in dealing with the public in varied situations is desirable.

Licenses and Certifications:

Must possess a valid California class C driver's license and have a satisfactory driving record.

Physical Demands:

Must maintain P.O.S.T. physical standards, including mobility and physical strength and stamina to apprehend suspects, lift and move individuals or objects weighing to 100 pounds; ability to work in a standard office setting; vision and manual dexterity to operate vehicles including emergency response vehicles in all conditions, often at a high rate of speed; to maintain firearms qualification; the ability to read and comprehend documents; ability to study for and successfully pass tests in both written and performance conditions; finger and manual dexterity is needed to operate police services equipment and firearms, and to access, enter, and retrieve data using a computer keyboard; vision to maintain firearms qualification, to read printed materials and a computer screen, discern colors and work in a night setting; and hearing and speech to communicate in person, before groups and over the telephone and radio.

Important Information About Applying:

Applicants for the Police Officer Trainee position must pass the POST Entry-Level Law Enforcement Test Battery (PELLETB) with a **minimum T-Score of 48 or above** and must pass the Physical Agility Test-Work Sample Test Battery (WSTB) with a **minimum score of 320 or above and 1.5 mile run**, within a year of the date of application. A National Testing Network (NTN) passing score can substitute for the PELLETB requirement.

Applicants can complete these tests at the South Bay Regional Training Consortium (aka "The Academy"). Applicants are responsible for contacting The Academy (www.theacademy.ca.gov) and self-enrolling in the required written test, physical agility test, and 1.5-mile run. Visit The Academy's website for current test schedules, requirements, and enrollment.

Other:

- In January 2022, the City implemented a mandatory COVID-19 vaccination policy. As a condition of employment, employees must be fully vaccinated for COVID-19 unless a reasonable accommodation request for a medical or religious exemption has been approved by the City.
- Must be willing to work evening, night, weekend, and holiday shifts.
- Must pass a detailed background investigation including an evaluation of character, emotional and mental condition.

BENEFITS

The City currently offers the following benefits to its employees:

- Medical, with a generous amount of the premium paid by the City
- Delta Dental Premier, with orthodontia @ \$5,000 lifetime maximum, premium paid in full by the City
- Vision, with the ability for an annual exam, premium paid in full by the City
- Employee Assistance Plan
- Life insurance with a value of 2X your annual salary paid in full by the City
- Retirement benefit for new members 2.7% @ 57, employee share is currently 13.75%. Trainees are enrolled in the miscellaneous members plan while in the academy.
- Vacation: Accrue 88 hours per year to start
- Holidays: 13 days per calendar year
- Sick leave accrual @ 10 hours per month
- Deferred compensation and tuition reimbursement available
- Children of full-time City employees are eligible to attend school in the Piedmont Unified School District. Employees' children are eligible to attend the Piedmont Recreation Department (PRD) preschool program, Schoolmates programs and PRD run Summer Camps at no charge. Eligibility to attend these programs are based upon availability.

THE APPLICATION PROCESS

To be considered for this employment opportunity, a city employment application must be submitted online at <https://piedmont.casellehire.com/jobs/>. The City of Piedmont complies with ADA, is an Equal Opportunity Employer and is seeking a diverse candidate pool. Examinations may be assembled, unassembled, written, oral, practical demonstration, or any combination thereof. All applicants should alert the personnel officer in advance if any accommodation is necessary to perform the job function or test. We comply with the ADA and consider reasonable accommodation measures that may be necessary for eligible applicants/employees to perform essential functions. Hire may be subject to passing a medical examination by a city physician, including a drug screen and TB testing, and to skill and agility tests. All offers of employment will be conditional upon satisfactory proof of applicant's authority to work in the U.S. as required by the Immigration Reform and Control Act.

Candidates under final consideration for employment with the City should expect to undergo an employment reference/background check that may include, but is not limited to: employment history, confirmation of educational credentials and degrees, licenses including driver's license, registrations, certificates, and other credentials as part of the appointment process. Some positions, depending on the nature of the work, also require a credit check and a review of Summary Criminal History obtained from the State Department of Justice through Live Scan Fingerprinting.

The City reserves the right to close this recruitment at any time and not fill this position.

The information contained herein is subject to change and does not constitute either an expressed or implied contract, and any provisions contained in this bulletin may be modified or revoked without notice.

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