



City of Sanger California

EMPLOYMENT OPPORTUNITY

THE CITY OF SANGER IS CURRENTLY RECEIVING APPLICATIONS FOR THE POSITION OF:

POLICE SERGEANT

CURRENT SALARY:	\$5,681 - \$6,905/month
APPLICATIONS MAY BE FILED AT:	PERSONNEL DEPARTMENT SANGER CITY HALL 1700 SEVENTH STREET SANGER, CALIFORNIA 93657
FILING DEADLINE:	Friday, February 26, 2021 by 5:00pm
EXAMINATION:	Written Exam, Oral Board Interview, Performance Exam and/or any combination thereof

Successful candidates will be placed on an eligibility list for a minimum of 12 months.

DEFINITION

Supervise various functions of a full service Police Department, organize and conduct training of subordinates and internal training programs; prepare performance evaluations of subordinates; conduct internal investigations; assist subordinate officers with criminal investigations; may assist with preparation of department budget; investigate accidents involving subordinates; review reports; assign follow up investigations; conduct inspections of subordinates, equipment and facilities; maintain discipline in conformance to department policies and procedures; coordinate with other law enforcement agencies and city departments and promote the professional image of law enforcement through a community oriented policing philosophy with an emphasis on community input and support.

DISTINGUISHING CHARACTERISTICS

Incumbents in this class perform the routine supervision and management activities associated with professional law enforcement; respond to emergency calls; and have supervisory authority and responsibility.

EXAMPLES OF DUTIES

Direct supervision of an assigned shift or division, such as:

- Patrol assigned area in radio car and on foot
- Answer calls for the protection of life and property and the enforcement of local, State and Federal laws
- Give information and directions to the public
- Administer first aid

Equal Opportunity Employer

EXAMPLES OF DUTIES CONTINUED

- Prepare reports of unusual incidents or personnel performance
- Testify in court and other hearing
- May be assigned special investigations or liaison duties
- May assume responsibility for special department projects
- Prepare performance evaluation reports
- Conduct in-service training
- May work overtime or irregular hours
- Investigate citizen complaints about police service, or personnel conduct
- Perform as a watch commander
- Represent the department at formal and informal events
- Conduct meetings, make presentations
- And other related duties as required

DESIRABLE QUALIFICATIONS

Ability to:

- Act in a leadership capacity
- Demonstrate keen powers of observation and memory
- Make independent decisions while working in the field
- Analyze situations accurately and adopt effective course of action
- Learn, understand, interpret and apply laws, regulations and ordinances
- Prepare clear and comprehensive written reports
- Meet and maintain cooperative working relationships with those contacted in the course of work
- Schedule, organize and assist in the work and training of subordinates
- Establish and maintain discipline
- Perform administrative tasks as assigned
- Be sensitive and respect the needs of others

Knowledge of:

- Contemporary police methods and procedures including patrol, crime prevention, problem solving, traffic control, investigation techniques
- Standard radio dispatch procedures
- Criminal law and recent court decisions affecting apprehension, arrest and custody
- Laws and ordinances relating to juveniles
- Principles and techniques of supervision and training
- Investigative techniques and procedures of evidence gathering
- Policies, procedures and regulations of the department
- Laws, regulations and policies that regulate the jail operations
- Computer applications in law enforcement (word processing, CAD, RMS)

MINIMUM QUALIFICATIONS

Education and Experience:

- Currently employed as a permanent full-time police officer with the City of Sanger for a minimum of 5 years and possess a P.O.S.T. Intermediate Certificate at the time of application

OR

- Currently employed as a permanent full-time California municipal or county law enforcement officer for at least 7 years, and possess a P.O.S.T. Advanced or Supervisory Certificate at time of application

License:

- Possession of an appropriate valid California operator's license issued by the Department of Motor Vehicles

BENEFITS

- Health Plan for employee and family- \$45/month employee contribution for dependent coverage.
- Education Incentive Program (maximum of 5%):
 - Associates of Arts degree - 2.5%
 - Bachelor of Arts or Science degree - 5%
- POST Certificate Pay (maximum 7.5%)
 - Intermediate Certificate - 2.5%
 - Advanced Certificate - 5%
- Bilingual Pay – 5% of base pay
- Longevity Pay (maximum additional compensation is 5%)
 - 10 year – 2.5%
 - 15 year – 5%
- 2% @ 50 CalPERS plan for Classic members
- 2.7% @ 57 CalPERS plan for New members

APPLICATION PROCESS:

Applications received by the filing date will be reviewed for accuracy, completeness and job-related qualifications. A limited number of persons whose applications clearly demonstrate they most closely meet the requirements may be invited to participate in the selection process. Following appointment, a minimum one-year probationary period is required as the final phase of the selection process.

Applications are available at the Personnel Department, Sanger City Hall, 1700 7th Street, Sanger, CA 93657. Applications must be complete and received prior to the filing deadline. **POSTMARKS ARE NOT ACCEPTED.**

Resumes will *not* be accepted in lieu of a completed application. All statements made on the application are subject to verification; false statements will be cause for disqualification or discharge.

AN EQUAL OPPORTUNITY EMPLOYER
WOMEN, MINORITIES & HANDICAPPED INDIVIDUALS ARE
ENCOURAGED TO APPLY

Note: The provisions of this bulletin do not constitute an expressed or implied contract. Any provisions contained in this bulletin may be modified or revoked without notice. Questions regarding this announcement may be directed to the City of Sanger Personnel Department.