

CITY OF SONORA POLICE DEPARTMENT



POLICE LIEUTENANT

\$87,526 - \$106,392

(\$42.08 - \$51.15/hr)

OPEN UNTIL FILLED



Application and Job Description at www.sonoraca.com

94 N. Washington Street (City Administration)

100 South Green Street (Police Department)

(209) 588-8946 ~ 8:00 am - 4:00 pm (M-F)

Make a Difference in your Community by Joining the Sonora Police Department Team

- **100% Employer Paid Family Medical/Dental/Vision**
- **Post-Retirement Benefits**
- **Educational and POST Certificate Pay (Up to 20%)**
- **Uniform Allowance - \$1,300 per Year**
- **Cell Phone Stipend**
- **Take Home Vehicle Program**
- **CalPERS Retirement - 3% at 50 for Classic, 2.7% at 57 for PEPRA**
- **Employer Paid Life Insurance and Long Term Disability**
- **Up to 25 Vacation Days per Year**
- **96 Hours of Administrative Leave per Year**
- **15 Paid Holidays per Year**
- **Holiday and Vacation Sell-Back Option**
- **40 Hours Sick Leave Bank Hiring Incentive**
- **40 Hours Vacation Leave Bank Hiring Incentive**
- **Vacation Accrual Service Credit - Up to 10 years**
- **Homebuyers Assistance**



THE POSITION

The Police Lieutenant, under the direction of the Police Chief, plans, organizes, oversees, supervises, reviews and evaluates work of field service officers or investigative, dispatch and records staff through a subordinate level of supervision; trains staff and provides for their professional development; develops and implements specific departmental operational programs; provides complex administrative and budgetary support to the Police Chief; acts for the Chief on a relief or as assigned basis; and performs related work as required.

EMPLOYMENT INFORMATION

The City of Sonora offers a generous benefit package, including:

- CalPERS 3% @ 50 (*classic*) or 2.7% @ 57 (*new*)
- Uniform Allowance
- Medical, Dental, Vision, Life plus LTD insurances
- Vacation, Sick Leave, Administrative Leave, and Holiday-In-Lieu Leave Accruals
- Deferred Compensation Plan
- Down Payment Assistance Program and Computer Purchase Plan
- Longevity Pay
- Vehicle take-home program
- Post-Retirement Benefits
- Administrative and Vacation Leave sell-back program
- Educational incentives provide additional 2.5% Each for AA/AS, BA/BS, Masters or CPA (10% maximum).

SPECIAL REQUIREMENTS

- Possession of a valid Class C California Driver License and a good driving record.
- Possess Supervisory P.O.S.T. Certificate.
- Five years of experience in municipal police work.
- Possess three years experience as Police Sergeant.
- Possess AA/AS or equivalent in Criminal Justice or related field.

EXAMPLES OF ABILITIES REQUIRED

Assist in developing and implementing of goals, objectives, and practices for providing effective and efficient services. Plan, organize, assign, review, and evaluate the work of staff; train staff in work procedures. Evaluate and develop improvements in operations, procedures, policies, or methods. Interpret and explain public safety programs to the general public; identify and respond to issues and concerns of the public, City Council, and other boards and commissions. Conduct complex research projects, evaluate alternatives, and make sound recommendations. Effectively represent the department and the City in meetings with governmental agencies, community groups, and various business, professional, and regulatory

organizations and individuals. Prepare and present clear, concise, and logical written and oral reports, correspondence, policies, procedures, and other written material. Establish and maintain a variety of filing, recordkeeping, and tracking systems. Make sound, independent decisions within established policy and procedural guidelines. Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and meet critical time deadlines. Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines. Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

EDUCATION & EXPERIENCE

All applicants must possess:

- Equivalent to an Associate's Degree with major course work in criminal justice, police science, public administration, or a related field.
- Minimum of four years of supervisory experience in law enforcement service, including at least three years as a Police Sergeant.
- Valid California Driver License.
- Supervisory Certificate issued by the California State Commission on Peace Officer Standards and Training (P.O.S.T.).

HOW TO APPLY/SELECTION PROCESS

1. All applicants must complete a standard City of Sonora "Application for Employment" form.
2. All applicants must complete a City of Sonora Lieutenant Supplemental Questionnaire.
3. A copy of a California P.O.S.T. Supervisory Certificate must be attached to the completed application.
****Faxed or emailed apps will not be accepted.****
4. Practical Written Exercise and Oral Presentation: Weighted: Pass/Fail
5. Oral Interview: Weighted one hundred percent (100%).
6. Successful completion of a thorough background investigation.
7. Medical examination (including a drug screen).
8. Psychological examination - Pass/Fail.

-The City reserves the right to utilize alternative testing methods if deemed necessary. Information contained herein does not constitute an expressed or implied contract, as it is subject to change.

-Pursuant to the Immigration Reform and Control Act of 1986, the appointed applicant will be required to verify that s/he is a United States citizen or an alien authorized to work in the United States. The City of Sonora reserves the right to cease the hiring process at any time.

-The City of Sonora will make every effort to accommodate applicants that have disabilities that would not allow them to compete in the announced testing process. Please request accommodation when submitting completed application.

THE CITY OF SONORA IS AN EQUAL
OPPORTUNITY EMPLOYER