



## The Department

The Town of Los Gatos and City of Monte Sereno communities have a combined population of about 34,000 residents who enjoy a high quality of life with low crime rates. The Los Gatos Monte Sereno Police Department is comprised of 59 sworn and civilian personnel and over 50 community volunteers. The members of the LGMS Police Department work hard to provide a full range of services and are committed to providing the highest quality service to our residents, businesses and visitors. We are proud of the relationship with our community and are constantly solidifying that relationship through partnerships, collaboration, and our individual contacts. The Police Department's vision include:

- **Building a highly competent, professional police department.**
- **Building community relationships.**
- **Engaging in community problem solving.**

**Our ultimate goal is to know everyone in the community.**

We encourage you to visit our department website by clicking [here](#) to learn more about the LGMS Police Department.

# The Los Gatos Monte Sereno Police Department

is actively recruiting for the position of **Police Officer—Lateral**. If you are interested in pursuing this exciting career opportunity, submit an application on-line by clicking [here](#). Applications are accepted and reviewed on a continuous basis.

Salary Range: **\$109,200—\$132,745.60** annually  
New Salary Range Effective July 10, 2022: \$114,941 —\$139,713 annually

**Join us and take your law enforcement career to a whole new level!**

## The Position

Under general supervision, the position performs law enforcement and crime prevention work; to control traffic flow and enforce State and local traffic regulations; and to do related work as required. The position is represented by the Police Officers' Association.

### Example of Duties:

- Identifies problems or issues that are important to the community, and seeks resolution of such problems through the resources of the Police Department, other Town Departments, and/or governmental agencies;
- Conducts preliminary or follow-up investigations of burglaries, thefts, robberies, deaths, accidents, and other disturbances;
- Collects and presents evidence and testifies at hearings and in court in connection with criminal prosecutions;
- Answers calls for protection of life and property in the enforcement of Town, County and State laws;
- Initiates or maintains the custody of prisoners and transport to jail.

## Collateral and Specialized Assignments

The Los Gatos Monte Sereno Police Department has a commitment to providing staff with opportunities to grow professionally and be challenged in their assignments. The Department has a culture of promoting from within. The following opportunities are offered:

- |                                  |                            |
|----------------------------------|----------------------------|
| • Crisis Response Unit           | • Crisis Negotiations Team |
| • Bicycle Team                   | • Task Force Officer       |
| • Collision Reconstruction Team  | • Explorer Police Advisor  |
| • Defensive Tactics Instructor   | • Crisis Intervention Team |
| • Peer Support Team              | • Homeless Liaison         |
| • Crime Scene Investigation Team | • SWAT Team                |

**Specialized Assignments:**  
(Receive additional 5% incentive pay)

- |                           |                                |
|---------------------------|--------------------------------|
| • Canine Officer          | • Field Training Officer (FTO) |
| • School Resource Officer | • Investigations               |
| • Motorcycle Officer      |                                |

## Qualifications

### LATERAL ELIGIBILITY:

To be eligible for consideration, applicants must possess a California P.O.S.T. Basic Certificate and have successfully completed probation with a California law enforcement agency.

### EDUCATION & MINIMUM QUALIFICATIONS:

- Graduation from high school or equivalent, and;

#### At least one of the following criteria:

- 60 semester college credits or 90 quarter college credits from a U.S. accredited college or university at time of graduation from academy. (Police Academy credits are accepted as part of the education requirements);
- Military Veteran with four (4) or more years of service in the U.S. Air Force, Army, Navy, Marines, or the National Coast Guard and an honorable discharge;
- Three (3) years experience as a Police Officer.

### DESIRED QUALIFICATIONS:

- A Bachelor's degree from an accredited college or university.
- Ability to fluently speak and understand a foreign language.



## Selection Process

All applications will be accepted through NeoGov on a continuous basis with periodic application screening.

- Applications must include the law enforcement employment history. In addition, you **must** attach a copy of your California P.O.S.T. Basic Certificate or P.O.S.T. Basic Course Waiver, or proof of completion of the P.O.S.T. Requalification process with your online application.
- In addition, you must attach a copy of your current WSTB (Agility Test) score dated within one year.
- Only the most qualified applicants with the most relevant experience and education will be invited to continue in the selection process. Meeting the minimum qualifications does not guarantee continuation in the process.
- The testing process may include, but is not limited to: phone interview, personal history questionnaire, and oral panel interview.

**Please note:** Final candidates for the position will be subject to a thorough background investigation including, but not limited to: criminal history, Department of Justice fingerprinting, medical exam, including drug screening, polygraph, and psychological exam.

*The Town of Los Gatos is an Equal Opportunity Employer (EOE). Reasonable accommodations: Please call (408) 399-5739 at least five (5) days in advance of the selection process. The information contained within this announcement may be modified or revoked without notice and does not constitute either an expressed or implied contract.*

## Benefits Package

**Incentive Pay:** P.O.S.T. (up to 7.5%), education (2.5%), specialty assignments (5%), proficiency in other languages (2.5%)

**Health Insurance:** Town contribution toward medical, dental, and vision coverage. Cash in-lieu up to \$400 per month for eligible employees.

**Uniform Allowance:** \$1,380 annually

**Holiday-in-Lieu Pay:** Holiday-in-Lieu; Premium pay equal to 4% of base.

**Retirement:** 3% @ 50 CalPERS retirement benefit for qualified "classic" members and 2.7% @ 57 for "new" members as defined by CalPERS.

**Life Insurances:** Town paid \$50,000 term life insurance and short/long-term disability insurance.

**Paid Leaves:** Up to 25 days vacation accrual based on years of service; 12 days sick accrual; and 3 days personal leave. Bi-Annual Vacation and CTO Cash-Out Option Available.

**Tuition Reimbursement:** Up to 2 semesters per year at SJSU tuition rate.

**Section 125 Flexible Spending Accounts:** Voluntary employee contributions up to \$2,600 per year for health care, and up to \$5,000 per year for dependent care.

**Deferred Compensation:** The Town offers an optional 457 Plan through MissionSquare.