



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—Trainee**.

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: \$49.88 hourly, plus medical benefits

New Hourly Salary Effective July 10, 2022: \$52.50

(Town pays for Employee only medical premium). Position also includes the Miscellaneous Retirement benefit from CalPERS.

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

The Position

The Town of Los Gatos is currently recruiting for a Police Officer Trainee position in the Los Gatos/Monte Sereno Police Department. The position is a **non-sworn position pending academy graduation**. The selected candidate will attend a California P.O.S.T. approved basic academy.

Example of Duties:

During the academy:

- Required to attend a P.O.S.T. certified basic police academy and pass all required courses including, but not limited to; report writing, laws of arrest, search and seizure, defensive driving, firearms qualifications, CA Penal and Vehicle Code applications.
- Meet the physical and academic standards set by the academy.
- Mandatory attendance of classes, including additional independent course study after hours.

Sworn Police Officer (The trainee will be sworn in as a Police Officer and will begin an 18-month probationary period and field training program upon successful completion and graduation from the academy).

- Enforces Municipal, Federal, State and local traffic laws and ordinances.
- Performs patrol duties in a vehicle, bicycle, and on foot as required.
- Answers and responds to calls for service and maintain the protection of life and property; makes arrests as required and testifies in court.
- Performs crime prevention duties and community relations activities to ensure a high-level of service to the citizens of Los Gatos.
- Writes reports and conducts thorough investigations of crimes in a professional manner.
- Builds and maintains positive working relationships with co-workers, other Town employees and the public using principles of good customer service.

Qualifications

TRAINING: No experience is required, however, candidates with prior internship or experience in a government/municipal public safety department are highly desirable. Candidates must complete a Pellet-B examination within one year of application and complete a WSTB examination dated within one year.

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

LICENSE: Possession of a valid California Driver's License at time of appointment.

SPECIAL REQUIREMENTS: Must be 21 years of age at the time of appointment as a sworn Police Officer and be able to meet hiring requirements established by Peace officer Standards & Training (P.O.S.T).

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 Pellet-B and WSTB 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.

Benefits Package

POLICE OFFICER TRAINEE

Medical Benefits

(Town pays for Employee Only Medical Premium)

CalPERS Miscellaneous Retirement Benefit

SWORN POLICE OFFICER

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

Employee Assistance Program: Counseling and additional work/life services

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.