

COMPETITIVE SALARY & BENEFITS PACKAGE

- As much as \$107,472 in annual base salary for police officers; and up to an additional 25% of salary in incentive pays
- Incentive Pays:
 - Shift differential
 - Longevity pay bonus
 - POST Certificate incentives
 - Master Officer and Master Sergeant Program with incentive pay
 - Specialty pay for Investigations, Services, Field Training Officer, Bike Unit, Traffic Enforcement, K9, Defensive Tactics Instructors, Range masters, and second language capability
 - Educational incentives: AA/AS, BA/BS, MA/MS
 - up to \$5,250 per year in educational reimbursements
- Fourteen (14) paid holidays
- Modified 4-10 shifts
- Retirement – Public Employees' Retirement System (PERS) 3% @ 50 for "classic" PERS members. 2.7% at 57 for new CalPERS members
- All safety and uniform equipment provided; including contract dry cleaning for uniforms and \$175 per year for footwear
- Outstanding police facility and in-house gym
- Cutting edge firearms, less-lethal, and weaponless defense instruction, including simunitions and live-fire first response and tactical deployment training
- Medical, Dental, and Vision plans

Applications will **only** be accepted online at:

www.CalOpps.org

Please click on the "Member Agency" button at the top of the page and select the City of San Pablo link.



13880 San Pablo Avenue
San Pablo, CA 94806 USA

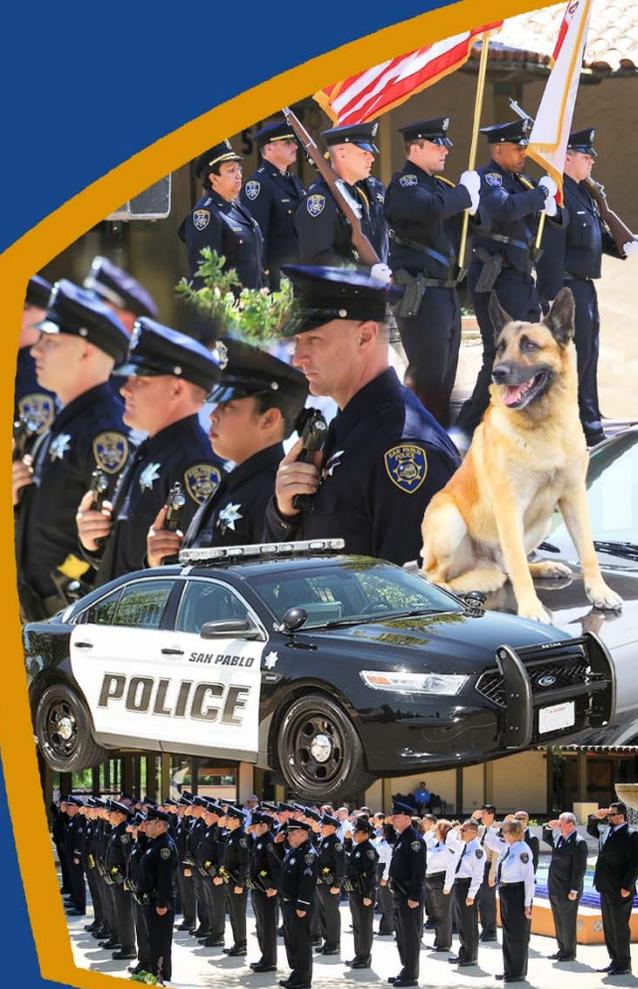
(510) 215-3130 Main
(510) 215-3186 Background Unit
(510) 215-3135 Fax
www.SanPabloCA.gov/police

THE CITY OF SAN PABLO IS AN EQUAL OPPORTUNITY EMPLOYER. MINORITIES, WOMEN, INDIVIDUALS WITH DISABILITIES ARE ENCOURAGED TO APPLY. QUALIFIED APPLICANTS RECEIVE EQUAL CONSIDERATION, WITHOUT REGARD TO RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, ANCESTRY, AGE, MARITAL STATUS, AND DISABILITY EXCEPT WHERE DICTATED BY THE REQUIREMENTS OF THE JOB.



San Pablo Police Department
San Pablo, California

* INTEGRITY
* COMMUNITY
* SERVICE



- Advancement opportunities
- Excellent benefits package
- Specialty assignments
- Top notch training



San Pablo's diverse community, affordability, and centralized Bay Area location are only some of the many benefits that are found in this "City of New Directions."



The City of San Pablo is nestled between the cities of Pinole and Richmond in West Contra Costa County. Historically one of the oldest Spanish settlements in the region, San Pablo has become a thriving residential and business community with a population of about 30,000 in an area of approximately three square miles.

Our objective is to hire and promote qualified police officer candidates and support staff members while striving to bring diversity to our organization that reflects the community that we serve.

The City of San Pablo's Police Department is continuously testing for exceptional men and women interested in becoming part of a fast paced, community oriented, challenging, rapidly changing work environment.



QUALIFICATIONS

Knowledge of:

- Basic criminal law
- Police methods and procedures
- Search and seizure
- Rules of evidence

Abilities:

- Keen observation and recollection
- Use and care for firearms
- First aid/CPR/AED
- Use sound judgment and act quickly
- Prepare accurate and comprehensive written reports
- Learn and utilize technology as it relates to the job
- Testify in court
- Make appropriate resolution dispositions within the law and departmental policy

Education and Experience:

- Equivalent to completion of the twelfth grade
- Graduate from a POST Basic Academy preferred
- Possess or eligibility for a Basic POST Certificate
- Possess a valid California Driver's License

DEPARTMENT ASSIGNMENTS

- Patrol
- Investigations
- Priority Oriented Policing
- K-9 Unit
- School Resource Officers
- Code Enforcement
- Special Entry & Apprehension Team
- Traffic Enforcement
- Training Unit
- Bike Unit