



**THE CITY OF PLEASANT HILL**  
INVITES YOUR INTEREST FOR THE POSITION OF

**POLICE OFFICER**  
(LATERALS, ACADEMY GRADUATES & ENTRY LEVEL)

**POLICE OFFICER TRAINEE -**  
**\$5,121 / MONTH**

**POLICE OFFICER -**  
**\$6,075 TO \$7,846 / MONTH**

**COMPENSATION UP TO**  
**\$9,026 WITH INCENTIVES**



## COMPENSATION & BENEFITS

### The City of Pleasant Hill offers a competitive compensation and benefits program.

**Salary:** \$6,075 to \$7,846 per month Lateral and \$5,121 per month Trainee

**Health/Medical Benefit:** Choice of coverage with Kaiser or Blue Shield. Employees pay 20% of the medical premiums on a pre-tax basis or may have \$400/month redirected to deferred compensation in-lieu of coverage

**Dental Coverage:** City-paid dental plan for employee and eligible dependents

**Vision Care:** City-paid vision plan for employee and eligible dependents

**Retirement:** CalPERS enrollment 2.7% @ 57 (PEPRA New Member); 3% @ 55 (Classic)

**ICMA Deferred Compensation & Roth IRA Plans:** Voluntary plans available to all employees

**ICMA Retiree Health Savings Plan:** City contributes \$100.45 per month

**Holidays:** City recognizes 13 paid holidays per year

**Life Insurance/Long Term Disability:** Life and Long Term Disability are fully paid by the City

**Medicare:** Employees contribute 1.45% to Medicare with employer match

**Section 125 Plan:** Dependent care and out-of-pocket medical costs may be paid on a pre-tax basis

**Sick Leave:** Earned at the rate of one day per month

**Vacation:** Earned at the rate of 12 days per year, increasing with service years

**Educational Degree Incentive:** Intermediate POST Certificate 1.25%, Bachelor's Degree 5%, MA/MS Degree 7.5%

**Educational Expense Reimbursement:** Up to \$500 reimbursement per semester or quarter for books, technology upgrades and tuition, and \$2,000 per calendar year overall

**Special Duty Assignment Pay:** Canine Officer, Evidence/Forensics, and Motorcycle Officer Master Officer/Corporal/Sergeant Program: 5% Pay Differential after achieving the Master Program criteria

**Bilingual Pay:** Paid in the amount of \$75/month to qualified Association members

**Uniform Allowance:** \$1,148 per year, adjusted annually per CPI

**Special Compensation:** 2.5% Shift Differential Pay; 5% Detective Premium Pay; Acting Pay rate included in Overtime Rate

## APPLICATIONS

For applications, additional information, and position qualifications visit our website at [www.pleasanthillca.org/jobs](http://www.pleasanthillca.org/jobs) or call (925) 671-5293.

### RESUMES WILL NOT BE ACCEPTED IN LIEU OF A CITY EMPLOYMENT APPLICATION.

#### Selection:

Initial screening of applicants will be based on quality of experience, education and training. Those selected will be subject to an interview, a thorough background check, a physical, drug screen, psychological evaluation, and polygraph. Failure to achieve a qualifying score on any portion of the selection process will eliminate a candidate from further consideration.

#### Education And Experience:

**Entry Level:** High school diploma and 60 units of college-level course work

**Academy Graduate:** High school diploma and 45 units of college-level course work in addition to graduation from P.O.S.T. basic academy.

**Lateral Candidates:** High school diploma and 30 units of college-level course work, 1.5 years of service in another agency

#### AMERICANS WITH DISABILITIES ACT (ADA):

If you are an individual with a disability as defined by the ADA and you need reasonable accommodation to participate in any stage of the examination process, please contact Human Resources at least one week in advance to arrange for reasonable accommodations.

## THE COMMUNITY AND OUR MISSION

Pleasant Hill is home to approximately 33,000 residents and is located at the center of the Interstate 680 corridor in Central Contra Costa County. The residents and businesses enjoy a strong sense of community. The Pleasant Hill Police Department works in partnership with the community to solve problems and maintain an outstanding quality of life. We have 60 full-time sworn and civilian employees who proudly serve to protect the lives and property of those who visit, live and work in our community.

Our mission is to provide the highest level of professional police service to all members of our community. We are committed to the impartial and lawful resolution of problems. We seek to ensure a quality of life that allows residents and visitors to feel safe. We strive to build and maintain the public's trust. Becoming a part of the Pleasant Hill Police Department is much more than a job; it's an opportunity to serve in a community that truly supports its law enforcement officers. We are proud of the professionalism, values, and service provided to our community and we are always looking for qualified and motivated individuals who want to join our team of law enforcement professionals.

## THE POSITION

Pleasant Hill Police Officers can serve in patrol, traffic, investigations, and K-9 assignments. Other collateral opportunities include instructor positions (Firearms, and Force Options Team), Regional SWAT, Mobile Field Force, 10851 Task Force, CSI, Regional Major Accident Investigation Team, and Field Training Officers. Officers work 12-hour shifts as part of a Team concept.

#### Duties include, but not limited to:

- Patrols assigned areas by car, foot, or motorcycle; performs crime suppression and prevention activities; answers special calls; conducts initial and follow-up investigations including burglaries, robberies, death, suicides, theft, felonies and other law violations; answers complaints including domestic disturbances, health code and local ordinance violations; investigates suspicious circumstances.
- Enforces traffic laws; controls and directs traffic when necessary; performs crowd control, special event or riot duties; assists in crime prevention activities and the control of juvenile delinquency; administers first aid in cases of emergency; books prisoners in the City jail and assists in their custody, care and welfare.
- Obtains and processes evidence; takes written statements; prepares required reports and maintains investigative records, serves warrants and subpoenas; testifies in court in connection with prosecution of offenders. Furnishes information and direction to the public.
- Responds to questions, concerns and requests for service from the general public; provides information as appropriate and resolves complaints.
- Participates in training courses and programs.
- Establishes positive working relationships with representatives of community organizations, state/local agencies and associations, City management and staff, and the public.

