POLICE OFFICER

The City of Central Point seeks to develop a pool of highly qualified, applicants to fill immediate openings for the position of **POLICE OFFICER.**

The Central Point Police Department is an innovative, professional organization comprised of 25 sworn and 6 non-sworn personnel. We offer competitive pay, excellent benefits, state of the art equipment, and visionary, principled leadership.

If you seek to build a career symbolizing the nobility of policing and you have a strong desire to serve the Central Point community in a highly respected, ethical, values-based organization where steadfast loyalty to the core-values of *Honor, Integrity, Character, Trust, Courage, and Accountability* is expected, practiced, and openly rewarded, you are encouraged to apply for this excellent career opportunity.

Central Point, Oregon: Our City and Community

Founded in 1889, the City of Central Point sits in the heart of the Rogue Valley along Interstate 5 just 33 miles north of the California border at an elevation of 1,282. Our population has been growing steadily and is now estimated at 17,025.

We are governed by an elected council and mayor, and the day to day operations are lead by the City Manager, who oversees a staff of approximately 80 full-time and 20 part-time employees.

The area's economy is based primarily on agriculture, tourism, timber products, and retail trade. The main offices for the Grange Co-Op and Dogs for the Deaf are in Central Point, as well as the Rogue Creamery, Central Point Lumber, and Erickson Air Crane. A large regional mall is located within five miles. The City is right on Interstate 5 and within minutes of the Medford Airport.

Excellent medical facilities are available in Central Point and neighboring cities of Medford and Ashland. The Central Point school system, recognized nationally for its many innovative and successful programs, is comprised of a high school, middle school, and three elementary schools. Higher education opportunities are found locally at Southern Oregon University and Rogue Community College with campuses in Medford, White City, and Grants Pass.

Central Point is a wonderful place for residents and visitors alike. Recreational activities including hiking, camping, biking, swimming, skiing, boating, fishing, rafting, and golfing, are all close by and easily accessed. Cultural events in or within minutes of Central Point include the nationally acclaimed Oregon Shakespeare Festival, the Britt Music Festival, and a variety of events at the Jackson County Exposition and Lithia Motors Amphitheater.

About the Position

City of Central Point police officer duties involve furthering the organizational "Peace Keeping" philosophy through enforcement of state and local laws, traffic regulations, and city ordinances; prevention of crime; control of traffic; participation in, and conducting of, a variety of criminal investigations; providing a high level of customer service, integrating the community into policing activities and encouraging participation in community-based policing activities and programs; and performing a variety of technical and administrative tasks in support of law enforcement services and activities.

Central Point Police Officers currently work 4 consecutive 10 hour shifts with training scheduled every other Wednesday. Refer to the current Collective Bargaining Agreement for further information.

Special assignments and collateral duty opportunities may include Detective, School Resource Officer, DARE, Range Master, special skills instructor, Field Training Officer, Drug Recognition Expert, assignment to Medford Police Department's SWAT team, assignment to Medford Area Drug and Gang Enforcement team.

Required Minimum Qualifications

To be considered for this position, you must:

- be 21 years of age at the time of appointment
- have a valid driver license at the time of appointment
- have a high school diploma or G.E.D.
- be able to provide proof of legal eligibility to work in the USA
- possess or obtain US citizenship per OAR 259-008-0010
- not have any felony convictions or domestic violence convictions
- have an acceptable driving record
- be able to pass physical (including hearing and visual) and psychological examinations
- be able to pass a drug and alcohol screen
- be able to fully meet D.P.S.S.T. standards (OAR 259-008-0010) for employment as a law enforcement officer

Additional desired qualifications include:

- *Current Oregon certification as a law enforcement officer*
- *Current employment as a law enforcement officer in the state of Oregon*
- *Municipal law enforcement experience*

In addition to the required minimum qualifications listed above, the successful applicant will possess the following knowledge, skills and abilities and attributes:

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- Excellent moral character including the ability to render credible testimony in a court of law.
- Ability to loyally support, uphold, and defend the Constitution of the United States of America, the Bill of Rights, the laws of the State of Oregon, and organizational policies, procedures and mission of the City of Central Point, while remaining fully faithful to the Law Enforcement Code of Ethics and the duty and honor values of the Central Point Police Department.
- Excellent oral communication skills sufficient to interact with staff, citizens, and other agencies in order to give and receive information in an effective, professional manner; gather information; conduct interviews of suspects, witnesses, and victims; and maintain effective working relationships.
- Writing skills sufficient to prepare clear, comprehensive reports, take notes, and prepare paperwork associated with the position.
- Ability to learn laws, police methods, practices and procedures and to apply this knowledge to a variety of work situations.
- Ability to take direction and understand and carry out oral and written instructions.
- Ability to remember names, faces, addresses, and details of incidents.
- Skill in or ability to learn to use and operate assigned job-related equipment including, but not limited to, police vehicle, emergency equipment, firearms, restraint devices, technical and/or specialized equipment and basic first aid equipment.
- Technical proficiency in the use of computers sufficient to create documents such as reports and memoranda, and access information from databases.
- Ability to think clearly and logically and make appropriate decisions under pressure.
- A positive attitude and the ability to work in a professional, cooperative, collegial manner and uphold the city's core values.

Application Procedure

To be considered for this position, you must submit all required documents. You will find the application and other information at www.centralpointoregon.gov, or contact Human Resources at 541-664-3321x258 or hr@centralpointoregon.gov.

A complete application packet must include the following:

◆ City of Central Point Employment Application ◆ Supplemental Application ◆ Cover Letter ◆ Current Résumé
◆ Copy of current DPSST (or equivalent) training/certification printout ◆ Criminal Records Check Release

The selection process includes a review of application materials; general education test (math, writing, grammar and reading compression); physical abilities test (ORPAT); oral interview(s); extensive background investigation including criminal, credit and character information; physical and psychological exams; and drug screen. Advancement in the selection process is contingent upon successful completion of each successive phase of the process.

Central Point is a great place to live and work!

Compensation

Police Officer is a bargaining unit position represented by Teamsters Local 223. Salary and benefits are negotiated and codified in a collective bargaining agreement. Pay and benefits as set forth in the current bargaining agreement include:

Pay— Base pay is $4,007 to $5,114 per month *plus* additional incentive pay: DPSST Certification: Intermediate $145/mo, Advanced $290/mo
Bilingual in Spanish or Sign Language: $150/mo
Degree from accredited college or university (per month):
Associate $150, Bachelor $300, Masters $450

Health Insurance—full-family Regence BlueCross BlueShield of Oregon preferred provider plan. This generous health insurance plan includes:
★ Medical ★ Dental ★ Vision ★ Prescription ★

Health Reimbursement Account — the city contributes $145 per month to each employee's HRA-VEBA.

Flexible Spending Account – employees may elect to set aside pre-tax dollars to pay for uninsured health care and/or dependent care expenses.

Vacation—employees earn paid vacation based on length of service. Starting vacation accrual is eighty (80) hours per year (accrued from date of employment; eligible to use after six (6) months).

Holidays— sworn employees accrue 104 hours of paid leave each fiscal year in lieu of paid holidays.
Sick Leave—paid sick leave is accrued at a rate of eight (8) hours for each full calendar month worked.

Tuition Reimbursement – if approved in advance and funds are available; the City will reimburse 50% of tuition expenses for job-related college courses.

Life & Long Term Disability Insurance—the city provides long term disability coverage and term life insurance policy. Additional life, and other supplemental insurance may be purchased by the employee through payroll deduction.

Retirement—the City is a PERS employer and pays the employee's 6% contribution as well as the employer's contribution.

Deferred Compensation—employees may contribute to a "457" Deferred Compensation Plan with any of three programs currently offered.

See Collective Bargaining Agreement and plan documents for full details.

City of Central Point
Human Resources
140 S Third Street
Central Point OR 97502
(541)664-3321x258
Fax (541)664-6384

The City of Central Point is a non-discriminatory, equal opportunity employer.
Women and minorities are encouraged to apply.

www.centralpointoregon.gov