



"Dedicated to Service, Committed to Excellence"

CENTRAL POINT POLICE

The City of Central Point, Oregon is recruiting highly motivated persons of impeccable character to create a hiring list for current and future **LATERAL POLICE OFFICER** vacancies.

Announcement

The City of Central Point seeks to develop a pool of qualified applicants to create a hiring list for current and future **LATERAL POLICE OFFICER** vacancies.

Our Department

The Central Point Police Department is an innovative, professional organization comprised of 25 sworn and 7 non-sworn personnel, led by Chief Kristine Allison. We have a strong volunteer program consisting of more than 20 "VIPS" (Volunteers in Police Service), and an Explorer program

The Central Point Police Department offers state of the art equipment and visionary, principled leadership. If you are looking for an opportunity to serve in 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* are expected, practiced, and openly rewarded, you are encouraged to apply for this excellent opportunity.

The Position

Police Officer duties involve furthering the organizational "Peace Keeping" philosophy through enforcement of state and local laws, traffic regulations, and city ordinances; crime prevention; traffic control; providing a high level of customer service including 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. May also include collateral duty opportunities such as detective, school resource officer, bike team, D.A.R.E., G.R.E.A.T., range master, survival skills instructor, volunteer advisor, Explorer advisor, and Field Training Officer.

To be considered for the LATERAL/CERTIFIED Police Officer you must be:

- A currently certified police officer; or
- previously certified police officer whose certificate has lapsed less than three years ago.

Required Minimum Qualifications

In addition to be considered for this position, you must:

- be 21 years of age at the time of appointment
- have, or be able to obtain, a valid Oregon driver's 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. standard (OAR 259-008-0010) for employment as a law enforcement officer

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

- Excellent moral character including the ability to render credible testimony in a court of law and the 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 maintain effective working relationships; interact with staff, citizens, and other agencies; give and receive information in an effective, professional manner; gather information; conduct interviews of suspects, witnesses, and victims; and writing skills sufficient to prepare clear, comprehensive reports, take notes, and prepare paperwork associated with the position.
- Ability to learn laws, police methods, and practices and procedures; apply this knowledge to a variety of work situations; take direction; and understand and carry out oral and written instructions.
- Ability to remember names, faces, addresses, and details of incidents.
- Skill or ability to learn to use and operate assigned job-related equipment including, but not limited to, police vehicles, emergency equipment, firearms, restraint devices, technical and/or specialized



• Central Point is a great place to live and work! •

equipment, and basic first aid equipment; and 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.

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 set forth in the current bargaining agreement include:

- **Pay**— \$4,747 – 6,059 monthly plus additional incentive pay (if applicable) upon hire:
 - DPSST Certification: Intermediate \$145/mo, Advanced \$290/mo
 - Bilingual in Spanish or Sign Language: \$150/mo
 - Degree from accredited college or university:
 - Associate \$150/mo, Bachelor \$300/mo, Masters \$450/mo
- **Benefits** – Benefits for paid Police Officer position include full-family medical, dental, vision, and prescription coverage **Health Insurance**; employee contribution of \$155.46 per month; city contribution of \$145 per month to a **Health Reimbursement Account**; optional participation in a pre-tax **Flexible Spending Account**; paid time off including **Vacation, Holiday time, and Sick Leave**; (lateral police officers may receive up to five years of service credit for determining vacation accruals), **Tuition Reimbursement** opportunity; **Life & Long Term Disability Insurance** (additional life and other supplemental insurance may be purchased by the employee through payroll deduction); Fully paid Oregon **PERS Retirement**; and voluntary “457” Deferred Compensation Plan participation.

Recruitment Timeline

The selection process for this recruitment is as follows:

Position Posted August 21, 2020—begin accepting applications

Closing Date **Position open Until Filled**

Oral Interviews Date to be determined (TBD)

Chief's Interview TBD

NOTE: Only those applicants who are a currently certified police officer; previously certified police officer whose certificate has lapsed less than three years ago well as meet the minimum qualifications for the position will be considered.

VETERAN'S PREFERENCE: Qualified Veterans receive hiring preference as outlined in Oregon statute.

Applicants must successfully pass each phase of the process to be eligible to participate in the next phase. Applicants will be notified if they have passed or not passed each stage.

Application Procedure

Only individuals who submit a complete on-line application AND submit the Background release form prior to the deadline will be considered. See below for timeline.

IMPORTANT

If you apply using INDEED or other application software, all required information may not be collected or transferred to the City's application form. The City is not responsible for any missed deadlines or missing data due to use of electronic application software. Incomplete applications will not be considered.

To APPLY to go directly to <http://www.centralpointoregon.gov/jobs> and complete the on-line application; then download and complete the **Background Release Form**; **fax the forms to 541-664-4225** or **email to hr@centralpointoregon.gov**

Once your application is received, you will receive updates on what the next steps in the process are via email or text. You must meet all of the deadlines provided.

All required and relevant application and position information can be found on our website at www.centralpointoregon.gov

The selection process includes a review of application materials; oral interviews; extensive background investigation including criminal, credit and character information; physical and psychological exams; and drug screen.



Submit a completed on-line application and Supplemental materials to be considered.

Late or Incomplete applications will not be accepted.



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

www.centralpointoregon.gov