



**Closing Date: Thursday, September 12, 2024 at 5:00 p.m.**

# POLICE SERGEANT

## Seeking Police Sergeant

The Town of Paradise is seeking qualified applicants who are interested in the opportunity to work as part of an excellent police department, with a supportive Town Council and community. This position offers a comprehensive salary and benefits package, including lifetime retiree medical benefits.

## About the Paradise Police Dept.

The Paradise Police Department (PPD) proudly serves a supportive community. The Department works around the clock to protect lives and property within the Town of Paradise. Our dedicated staff is committed to providing exceptional public safety services and taking a leadership role in building community partnerships to make our community a better, safer place to live, work, and play.

The Citizens of the Town of Paradise support its Police Department as evident in the passage of Measure V, which is a half percent sales tax for Paradise to preserve public services. The tax was passed by voters in November of 2018, and expires March 31, 2031.

## About the Town

The Town of Paradise is situated in the western foothills of the Sierra Nevada Mountains spanning 18 ½ square miles. Paradise has been named the fastest growing city in California in 2022 and 2023. The Town's recovery after the Camp Fire has exceeded all expectations, and we are excited for the development and growth that we continue to experience year after year.

Paradise is a town, rich in natural beauty and community spirit. As residents, we will work together to rise above any challenge. An unbreakable bond now exists that can be used to create a safer, stronger, more resilient town.

## Town Government

The Town of Paradise was incorporated in 1979. The Town of Paradise is a general law city in Butte County, California and is governed as a Council/Manager form of municipal government.

## The Ideal Candidate

### Knowledge of:

The principals and practices of law enforcement; laws of arrest, search and seizure and rules of evidence; laws applicable to the apprehension and treatment of adults and juveniles; the proper care and operation of vehicles, firearms, and other law enforcement equipment; correct English usage, spelling and punctuation; basic use of a computer.

### Ability to:

Supervise, schedule and train subordinates; gather, assemble, analyze, evaluate, and use facts and evidence; analyze situations and adopt effective courses of action; interpret and apply laws and regulations; communicate clearly and concisely, orally and in writing; use and care of firearms; demonstrate keen powers of observation and memory; secure information from witnesses and suspects; make independent decisions while working in the field; analyze situations accurately and adopt effective courses of action; interpret, explain and apply laws and regulations; write clear and comprehensive reports; understand and carry out oral and written directions; use and care of firearms and other law enforcement equipment; establish and maintain cooperative working relationships with fellow employees and the general public; meet and maintain standards of physical endurance and agility; obtain CPR and First Aid Certification and apply techniques as needed.

### Education/Experience:

Graduation from high school or equivalent GED; POST Basic Certificate and at least 4 years of work experience as a sworn police officer, possession of a POST Intermediate Certificate or equivalent, and possession and maintenance of firearms qualification. Associates of Arts degree or extensive course work in a related field is desirable.

Must have a valid Class C California Driver's license in conformance with Town employee driving standards.

## Lateral Recruitment Incentives:

- **One-time sign-on bonus of \$40,000 for newly hired Lateral Officer.** \$15,000 paid at time of hire, \$15,000 paid at successful completion of probationary period, and \$10,000 paid upon subsequent successful annual review.
- Upon hire, one-time 80 vacation hours and 80 sick leave hours credited to leave banks.
- Relocation assistance: An applicant that resides 60 or more miles away from the Town is eligible for \$1,000 if within 30 days of hire date, moves to location within 20-mile radius of the Town.
- The probationary period for this position is 12 months.
- Agreement includes 3-year commitment to the Town's Police Department.

## Benefits:

Benefits provided by the Town of Paradise pursuant to the Paradise Police Officers Association MOU for this position at the time of appointment will apply.

The following are current benefits:

- PERS retirement plan (2.7% @ 57 for new members or 3% @ 55 for classic members).
- POST Cert. Pay – 2.5% Intermediate and 2.5% Advanced (5% max Certificate pay).
- School Incentive - \$40 for some college plus \$1 per unit up to \$90 for a max of \$130/month.
- 7.5% shift differential for graveyard.
- Uniform Allowance - \$930/year paid bi-weekly.
- Retiree Medical.
- Tuition Reimbursement up to \$550/annually.
- Sick Leave – 96 hours/year.
- Vacation Leave – Starting at 80 hours/year + seniority.
- Holiday Pay – 13 days/year paid bi-weekly.
- Medical – PERS Medical Plan, Dental – MetLife, Vision – Superior Vision\* (\*some employee cost sharing applies).
- Short/Long-term Disability Plan – 2/3 of base salary.
- Longevity – up to 7.5% at 20 years.
- Gym Reimbursement - \$120/quarter.
- 12 Hour Shifts.

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## Pay Rate for this Position:

**\$42.15 to \$53.79 base pay hourly**

**or**

**\$7,306 to \$9,323 base pay monthly**

Related experience is considered for advanced placement within the pay scale

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## **Important Application Information**

To apply for this opportunity, submit a completed application packet in a sealed envelope to the following address:

Town of Paradise - Human Resources Department  
**ATTN: Police Sergeant**  
5555 Skyway  
Paradise, CA 95969

Application packets must include the following:

1. Town of Paradise Employment Application Form
2. Cover Letter and Resume
3. Current DMV printout
4. POST Certificate

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Visit [www.townofparadise.com/jobs](http://www.townofparadise.com/jobs) for a complete list of Job descriptions, Job Flyers and the Town of Paradise Employment Application Form.

*The information contained in this announcement is general in nature and does not constitute an expressed or implied contract.*