



# The Town of Paradise Invites Applications for LATERAL POLICE OFFICER

## NEW: \$40,000 Sign-on Bonus

### Seeking Lateral Police Officers

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 Council and Community. This position offers a comprehensive salary and benefits package, including lifetime retiree medical benefits.

### About the Paradise Police Department

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 C, which is a half percent sales tax for Paradise to preserve public services. The tax was passed by voters in 2014, and automatically expires after six years. Additionally, in November 2018, the citizens passed an extension of this half percent local sales tax through Measure V which 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. Prior to the Camp Fire, the Town's population was approximately 27,000 with another 20,000 living in the adjacent unincorporated areas.

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.

Visit our website for more information at [www.townofparadise.com](http://www.townofparadise.com)

## **SALARY**

- \$5,995.60 to \$7,652.67 per month basic rate.
- Career/educational incentive pay of up to \$215.00 per month is also available.
- Military & related experience may be considered for advanced placement within the pay scale.

## **LATERAL RECRUITMENT INCENTIVES**

- **One-time Sign-on bonus of \$40,000.** \$15,000 paid at time of hire and \$15,000 paid at successful completion of probationary period, \$10,000 upon subsequent successful annual review.
- Upon hire, 80 hours vacation & 80 hours sick leave 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.
- Agreement includes 3 year commitment to the Town's Police Department.

## **APPLICATION PROCEDURES**

Interested persons who meet the minimum qualifications are invited to submit the following:

1. Town of Paradise Application for Employment Form
2. DMV Printout
3. POST Certificate or letter from Law Enforcement Academy regarding expected graduation date.
4. Resume & Cover Letter recommended

Submit complete packet in a sealed envelope to:  
Town of Paradise HR Dept.

ATTN: Lateral Police Officer Testing  
5555 Skyway, Paradise, CA 95969

## **SELECTION PROCEDURE**

Successful candidates will be required to pass an extensive background, credit, polygraph and fingerprint check; psychological screening examination; meet all medical standards for California Law Enforcement, "published by POST"; stress medical examination and a physical agility exam.

## **REQUIRED QUALIFICATIONS**

**Knowledge of:** The principles 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:** 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 for lateral eligibility. For lateral eligibility, have completed a POST approved Basic Academy and have at least one year sworn police officer experience. Associates of Arts degree or extensive course work in a related field is desirable.

**Licenses:** Valid Class C California driver's license in conformance with established Town employee driving standards.

## **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 probationary period for this position is 12 months.

The following are current benefits:

- PERS retirement plan (2.7%@57 for new member or 3%@55 for classic member)
- Retiree Medical (tiered vesting schedule)
- Tuition Reimbursement up to \$550/annually
- Uniform Allowance \$930/yr. paid bi-weekly
- Sick Leave 96 hrs/yr.
- Vacation Leave Starting at 80 hrs/yr. + seniority
- Holiday Pay 13 days/yr. paid bi-weekly
- Medical PERS Medical Plan
- Dental Met Life
- Vision Superior Vision  
(Some employee cost sharing applies)
- Long/Short-Term Disability Plan 2/3 of base salary
- Life Insurance \$100,000
- Longevity up to 7.5% at 20 years
- Gym Reimburse up to \$120 per quarter
- 7.5% shift differential for graveyard
- 12 Hour Shifts

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