

THE TOWN OF TIBURON

This beautiful waterfront community of 8,900 residents is located on San Francisco Bay on the southern tip of Marin County. Its high, rolling hills offer spectacular views of the San Francisco Bay. In addition to being an excellent place to live, Tiburon is considered a tourist attraction drawing people from all over the world. The citizenry is generally professionally oriented, with homes reflecting the high incomes of the residents. There are boutiques and specialty shops in the downtown section, as well as neighborhood shopping and service centers. The downtown waterfront restaurants are accessible from San Francisco Bay and bring many yachting enthusiasts to the area. The residents of Tiburon are highly supportive of their Police Department and interface actively on a personal and professional level.

The Town of Tiburon was incorporated in 1964 and functions under the Town Manager form of government. The Town Council consists of five members of the community at large.

THE TIBURON POLICE DEPARTMENT

The Tiburon Police Department consists of a Chief, 1 Captain, 1 Investigator, 4 Patrol Sergeants, 8 Patrol Officers, 1 Administrative Secretary, and 3 Police Service Aides, (two full-time, one part-time) function primarily as parking enforcement officers and clerical support. The current budget is approximately \$2,600,000.

The Tiburon Police Department's dispatching is handled by The Marin County Sheriff's Department Communications Center.

The Police Department places a heavy emphasis on positive community relations and has an active program to that end. Because of the generalist

nature of the Department, a comparatively large training budget was adopted whereby each employee is afforded ample training opportunities at Department-approved schools.

This job will offer the right individual a challenging career opportunity. The applicant selected for the position will have a unique opportunity to grow and develop with a future-oriented department. There is a real emphasis on developing department policies and strategies "from the bottom up," affording each member of TPD an opportunity to gain the widest possible experience. The amount of experience and learning that is available is limited only by the desire and initiative of the employee.

THE JOB

The Tiburon Police Department is looking for mature, experienced, imaginative, self-motivated, people-oriented individuals who can handle the requirements of the position, contribute innovative ideas for the overall development of the Department and the Community AND who desire excellent working conditions in a beautiful waterfront setting.

The Tiburon Police Department is a strongly community-service oriented organization with an emphasis on maintaining an interactive and proactive response to community concerns. This is accomplished through ongoing programs and continuous in-house and P.O.S.T. training in a variety of areas.

Under general supervision, an Officer will be assigned to tasks normally associated with patrol activities such as, but not limited to preventing and detecting criminal activities; investigating crimes and preparing reports; enforcing appropriate laws; carrying out special assignments.

THE BENEFITS

Vacation – 8 hours per month (1st 5 years)

Sick Leave – 8 hours per month

Alternative Scheduling - 3/12 Plan

Retirement

3% @ 55 CalPERS retirement system
Currently the employer pays 100% of the employee's share of the contribution.

Court Time – 4 Hour Minimum

Deferred Compensation – Available, paid by the employee.

Holidays – 12 paid holidays per year. One additional vacation day option in-lieu of holiday pay at employee's request.

Longevity Pay - 5 years of service \$75/month
10 years of service \$125/month
20 years of service \$175/month

Uniforms/Safety Equipment – Provided and maintained by the Town.

Medical – Medical/Dental/Life - \$800/month. (Up to \$125.00 per month paid back to employee.)

Certificate Pay - \$95 / POST Intermediate or AA Degree
\$150/ POST Advanced or Bachelor's Degree
\$185 / POST Supervisory or Masters Degree

Specialty Pay – Motor Officer, Juvenile Officer, Field Training Officer.

*Are you ready for an
Employment Challenge?*

QUALIFICATIONS

Applicants must be either employed as a full-time, sworn California Peace Officer, a graduate of a P.O.S.T. Basic Academy within the past three (3) years, or currently enrolled in a P.O.S.T. Basic Academy and successfully graduated by the date of hire.

Applicants must also:

Be at least 21 years of age and have an alien work permit at time of hire (if applicable.)

Possess a valid California Drivers License.

Be a high school graduate or equivalent (some college units or degree preferred.)

Vision and hearing commensurate with job requirements.

Have good moral character, judgment, initiative, emotional stability, and good communications skills both written and verbal. The applicant must also be free from any physical, emotional, or mental condition which would adversely affect job performance.

SELECTION PROCESS

Applicants are required to submit an application, and a copy of their P.O.S.T. or Basic Academy Certificate. A resume of no more than two (2) pages is optional. All resumes and applications will be screened on the basis of the applicant's education, training, and work experience. Those who appear best qualified will be invited to continue in the selection process.

Qualified applicants will be required to successfully complete on Oral Assessment. Successful applicants will remain on the list for one year from the date eligibility is established. A physical agility test may be required.

Candidates for the position must successfully complete all of the following: Polygraph, Psychological, Medical (including drug screening), and an extensive Background Investigation.

TO APPLY CONTACT:

Tiburon Police Department
1155 Tiburon Boulevard
Tiburon, CA 94920
(415) 789-2805

The Town of Tiburon is an Equal Opportunity Employer. Women, minorities and disabled persons are encouraged to apply.

The information contained herein does not constitute either an expressed or implied contract and these provisions are subject to change. (Revised March, 2006)



**THE TOWN OF
TIBURON**

**Invites applications for
the position of**

***POLICE
OFFICER***

**\$4,449 - \$5,462 per month
+ Benefit Package**

Final Filing Date:
OPEN
Continuous Recruitment