



“Dedicated to Service, Committed to Excellence”

CENTRAL POINT POLICE DEPARTMENT

The City of Central Point, Oregon is recruiting highly motivated individuals of impeccable character to establish 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 28 sworn and 7 non-sworn personnel. We have a strong volunteer program consisting of more than 10 “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.

Minimum Qualifications for a Lateral Police Officer:

- Currently be working as a police-certified law enforcement officer for a municipal, county, tribal or state law enforcement agency; or
- Previously certified police officer whose certification has lapsed less than three years ago; or
- Possess BASIC Police certification from Oregon or another state.
- Have, or be able to obtain, a valid Oregon driver's license at the time of appointment; and
- Have an acceptable driving record; and
- Be able to fully meet D.P.S.S.T. standard (OAR 259-008-0010) for employment as a law enforcement officer.

Pay & Incentives – Effective July 1, 2024:

Salary \$5,416 – \$7,259 DOE

plus additional incentive pay (if applicable) upon hire:

DPSST Certification:

Intermediate - 3.5% added to monthly base pay; or

Advanced - 7% added to monthly base pay

Bilingual in Spanish or Sign Language:

5% added to base pay.

Degree from accredited college or university:

Associate \$150/mo., Bachelor \$300/mo., or Masters \$450/mo.

Benefits include: Full-family medical, dental, vision, and prescription coverage **Health Insurance**; employee contribution of \$169.30 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.

POLICE OFFICER is a bargaining unit position represented by Teamsters Local 223. Salary and benefits are negotiated and codified in a collective bargaining agreement. Visit the City of Central Point’s website (centralpointoregon.gov) Human Resources area for more details about the current bargaining agreement and job requirements for this position.



TIME LINE - Lateral Police Officer

May 21, 2024 - Begin accepting applications

Closing Date - Open until filled

First Review of Applications – June 4, 2024

Oral Interviews (held in Central Point, OR) - TBD

Chief's Interviews (held in Central Point, OR) - TBD

Note: Applicants must successfully pass each phase of the process to be eligible to participate in the next phase. No incomplete applications will be considered.

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.

All correspondence regarding the application process will typically be handled via email. **Be sure to check your spam folder**, as we are not responsible for missed correspondence. You must meet all deadlines provided. Once your application is received, you will receive updates on what the next steps in the process are. Invitations to Interview may be done via email or phone.

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



Incumbents should have a solid foundation of the following Core Competencies*:

Composure - Effective performers maintain emotional control, even under ambiguous or stressful circumstances. They are able to demonstrate emotions appropriate to the situation and continue performing steadily and effectively.

Drive/Energy - Effective performers have a high level of energy and the motivation to sustain it over time. They are ambitious and passionate about their role in the organization. They have the stamina and endurance to handle the substantial workload present in today's organizations. They know that a healthy work/life balance is important to sustained energy. They are motivated to maintain a fast pace and continue to produce even in exhausting circumstances.

Initiative - Effective performers are proactive and take action without being prompted. They don't wait to be told what to do or when to do it. They see a need, take responsibility, and act on it. They make things happen.

Integrity - Effective performers think and act ethically and honestly. They apply ethical standards of behavior to daily work activities. They take responsibility for their actions and foster a work environment where integrity is rewarded.

Problem Solving/Decision Making - Effective performers are able to identify problems, solve them, act decisively, and show good judgment. They isolate causes from symptoms, and compile information and alternatives to illuminate problems or issues. They involve others as appropriate and gather information from a variety of sources. They find a balance between studying the problem and solving it. They readily commit to action and make decisions that reflect sound judgment.

Team Player - Effective performers are team oriented. They identify with the larger organizational team and their role within it. They share resources, respond to requests from other parts of the organization, and support larger legitimate organizational agendas as more important than local or personal goals.

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