

About the City

The City of Pinole is located in the San Francisco Bay Area, on the shores of San Pablo Bay in West Contra Costa County. Interstate-80, which traverses the City, connects the San Francisco/Oakland metropolitan area with Sacramento and points East. Pinole is linked to central Contra Costa County including the cities of Martinez, Concord, and Pleasant Hill by State Route 4, which begins just north of the City and connects with Interstate-680.

The City of Pinole has a land area of more than four square miles; much of the land has gently rolling hills with steeper hills paralleling on the north and south. Elevation in the City ranges from sea level to 500 feet above sea level.

Application & Examination Process:

Applications are available at 2131 Pear Street or on the City's website at www.ci.pinole.ca.us, or you may call (510) 724-9002 to request a packet by mail.

An original City application is required—emailed or faxed applications will not be accepted. You may supplement your application with a resume, but a resume alone will be deemed an improper application.

Applicants appearing to have the best combination of education, training and experience will be invited to participate in the examination process. All qualifying applicants will be invited to participate in an assessment center. The City reserves the right to utilize alternative testing methods if deemed necessary.

Appointment is subject to passing a pre-employment background screening, including medical & psychological evaluations.

The final filing deadline for this position is:

**March 17, 2010
at 5:00 pm**



The City of Pinole,
California
Invites Applications
for:

Police Commander

**This is an at-will,
contract position.**

**Salary dependent upon
qualifications, up to an
annual maximum of
\$130,332**

**Excellent benefit
package provided**



Police Department



our mission:

the protection of **life** and **property**,
through exemplary customer service to the
community, in accordance with strict adherence
to the Law Enforcement Code of Ethics.

This mission shall be accomplished by providing
fair and equal treatment to all persons.

The Department:

The Pinole Police Department is budgeted for 34 sworn positions, consisting of the Chief of Police, one Commander, one Lieutenant, 6 Sergeants, and 25 Police Officers. Assisting the Department are 19 professional positions.

The Police Commander will oversee, or assist the Police Chief in overseeing, Patrol, Traffic Unit, the Police K-9 Program, Investigations, Crime Prevention, and School Resource Officers, Dispatch, Records, Property, Evidence, Volunteers, and Personnel and Training.

Assisting the Department in ensuring that Pinole continues to remain a safe and enjoyable place in which to live and work are the Neighborhood Watch and Business Alert programs.

Additionally, the Department is a participating member of a multi-agency regional WestNET narcotics enforcement team. The Department is proactive in traffic, gangs and narcotics enforcement. It has an excellent reputation and receives community support for its Officers and programs.

Our highest priority is providing outstanding service to our community through adherence to our Core Values.

The Position:

The Police Commander reports to and receives general direction from the Police Chief. Supervision is provided to Police Sergeants, Police Officers and a variety of non-sworn staff.

This position is responsible for assisting the Police Chief in formulating policy, developing goals and objectives and administering the department's budget. The Police Commander plans, schedules, organizes, supervises, reviews and evaluates Police Operations through a subordinate level of supervision. The Police Commander also trains sworn and non-sworn staff and provides for their professional development..

The ideal Commander candidate will be:

- In possession of a Bachelor's degree from an accredited college or university, with major coursework in criminology, law enforcement, social or police science, public administration or a related field, with three years of supervisory experience in the police service, equivalent to the level of Sergeant or above. A Master's degree is highly desirable.
- In possession of valid POST Advanced and Supervisory certificates and able to complete firearms qualification.
- Knowledgeable of law enforcement principles, practices and techniques related to patrol, traffic enforcement, crime scene control, crime prevention and investigation, protection of life and property, pursuit, apprehension and transportation of suspects.
- Skilled in making sound, independent judgments as a commander and in emergency situations.

The Police Commander will enjoy:

An annual base salary, DOQ, to a maximum of \$130,332.

Health & Dental: Selection from PERS Medical Plans; City pays up to Kaiser Family Rate. This benefit, including a City contribution, is carried into retirement.

Retirement: PERS, 3% at 55 unmodified plus 1959 survivor benefit. Employer pays full contribution.

Vacation: Earned at 8-16 hours/month depending on years of service.

Sick Leave: Earned at 8 hours per month.

Administrative Leave: 40 hours per year.

Uniform Allowance: \$824/yr.

Safety Equipment Allowance: \$255/yr.

Life Insurance: City pays entire premium for \$40,000 term life and AD+D policy.

Deferred Comp. Plan: Offered by City through ICMA.

Short Term/Long Term Disability: City pays total premium.

Social Security: The City does not participate in Social Security.