

## COMPENSATION & BENEFITS

The salary range for this position is \$67,059 - \$89,877 per year with the following incentives: retention 7.5%, longevity 5%, Advanced POST Cert. 5%, for potential top step of \$105,605. In addition, a 2% pay increase for the next four years. The Police Officer may be appointed at any step within this range, depending on experience and qualifications.

The City offers the following benefits:

**Vacation:** Eighty hours per year; 120 hours per year after 5 years; 160 hours per year after 10 years.

**Holidays:** 14 paid holidays per year.

**Sick Leave:** Earned at a rate of eight hours per month.

**Retirement: Classic Employees:** PERS 3% @ age 55, 3 year final compensation period supplemental to Social Security; credited sick leave. Employee pays employee share.

**PEPRA employees (Hired after January 1, 2013):** PERS 2.7% @ age 57, 3 year final compensation period supplemental to Social Security; credited sick leave. Employee pays employee share.

**Medical:** Group insurance plan covers medical, dental and vision for employees and dependents. City pays 93.3% of monthly premium plus 1/2 of rate increases after January 1, 2015. Section 125 (cafeteria) plan available.

*The City of Anderson is an equal opportunity employer and does not discriminate with regard to race, age, color, gender, religion, national origin or disability. The City of Anderson will make reasonable accommodations upon request to applicants with disabilities.*

## ABOUT THE COMMUNITY

The City of Anderson is a growing community of 10,600 residents in far northern California, a few miles south of Redding and 150 miles north of Sacramento. Ideally situated in southern Shasta County, Anderson is centrally located to a wonderland of outdoor activities, including world-class fishing in the Sacramento River and its tributaries, hiking at Mt. Lassen, hiking/skiing at Mt. Shasta, and boating on Shasta and Whiskeytown Lakes.

Anderson boasts 450 acres of parkland, including Anderson River Park, with a boat launch onto the Sacramento River, amphitheater (home to the Mosquito Serenade concert series), developed sports areas, and plenty of hiking/biking trails. Residents enjoy quality schools and a safe community.

## CITY GOVERNMENT

Anderson is a general-law city operating in the Council-Manager form of government. The five City Council members are elected at large for four-year overlapping terms. The City Manager is appointed by the City Council and oversees a team of department heads in the Finance, Development Services, Parks and Recreation, Public Works and Police Departments.

The City's operating budget of \$5.6 million includes approximately 50 employees providing services in the following departments: water and sewer utilities, land use planning and development services, police, parks and recreation, and street maintenance. The City Council and management team take pride in effectively and efficiently providing quality customer service to the City's residents. The Police Department is the largest City department consisting of 21 sworn officers and 9 civilian employees.

## HOW TO APPLY

**A City application form is required.** Additionally, lateral applicants should submit a copy of their POST certificate(s) with the application.

Application forms may be obtained from:

**Personnel Department  
City of Anderson  
1887 Howard Street, Third Floor  
Anderson, CA 96007**

**Deputy City Clerk, Christy White  
(530) 378-6646  
cwhite@ci.anderson.ca.us**

Application materials, including a complete job description and an application form, may also be found on the City and Police Department websites:

[www.ci.anderson.ca.us](http://www.ci.anderson.ca.us)

[www.andersonpolice.org](http://www.andersonpolice.org)

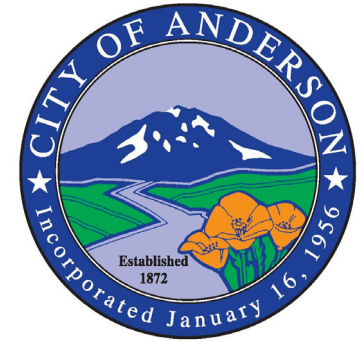
## QUESTIONS?

Questions about this position may be directed to Chief Michael L. Johnson at (530) 378-6622. Candidate inquiries are welcome.

Also, please visit our website for more information about the City of Anderson and the Anderson Police Department:

[www.andersonpolice.org](http://www.andersonpolice.org)

## CITY OF ANDERSON, CALIFORNIA



## Police Officer



**Seeking Lateral and POST  
Academy Graduates**

**Deadline for Applications:**

**Open and Continuous**

## ABOUT THE POSITION

The Police Officer is a public safety position reporting and operating under the Police Chief. The successful candidate will patrol an assigned beat in the prevention of crime and the enforcement of law and order, will carry out special assignments in the protection of life and property, and do related work as required.

The Department is a full service community police force separated into two divisions: Field Services Division and Support/Administrative Services Division. The Field Services Division is managed by the Lieutenant and is responsible for all patrol functions in addition to traffic, investigations, narcotics enforcement, canine unit, bicycle patrol, and in-service training.

The relatively small size of the City allows our staff to get to know the citizens and provide personalized service that may not be available in larger cities. Our officers respond to all types of calls, with no issue too small or too large for them to resolve. We provide our officers with excellent, modern equipment and empower them to handle all forms of cases regardless of



The Police Officer will be part of a small energetic team who work together to serve Anderson's citizens and community.

The ideal candidate will have a combination of training and experience that provides the required knowledge, skills and abilities as follows:

- The ability to learn, understand, and interpret laws, ordinances, departmental policies and regulations, and police literature
- An aptitude for law enforcement work
- The ability to analyze situations and adopt quick, effective, and reasonable courses of action
- The ability to write clear and accurate reports
- The ability to communicate clearly and effectively through verbal and written correspondence
- The ability to remember names, faces, and details of incidents
- The ability to meet established age, height, and weight standards
- Physical endurance and agility
- The ability to establish and maintain effective relationships with others
- Minimum requirements: Graduation from a POST certified academy by date of appointment and possession of a valid California driver's license
- An associate degree from an accredited college or university and one year previous experience is preferred



- Must be of good moral character and emotional maturity
- Background free of any felony convictions or misdemeanors involving moral turpitude and absent an excessive number of driving convictions. Polygraph, Medical, and Psychological screening will be required for successful candidates.
- Must be able to meet standards of optimum physical competency, endurance and agility
- Must demonstrate proficiency in the use and care of firearms
- Must be able, as trained and required, to operate patrol vehicle, police radio, radar gun, handgun and other weapons as required, baton, handcuffs, Intoxilyzer, first aid equipment, cellular telephone, mobile computer and desktop computer including records management and word processing software.

### Physical Requirements:

- Weight: In proportion to height and build
- Vision: Acceptably corrected to 20/30 in both eyes with normal color perception
- Auditory: Normal perception



## City of Anderson Police Department

### Chief of Police Michael L. Johnson

