



# City of Oroville

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## OFFICE OF HUMAN RESOURCES

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1735 Montgomery Street  
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[www.cityoforoville.org](http://www.cityoforoville.org)

## POLICE SERGEANT

### **POSITION DEFINITION:**

To supervise and participate in the daily law enforcement and crime prevention activities of an assigned patrol shift or other unit of the Police Department; to perform specialized or technical analytical, investigative, or administrative support functions as assigned; and to perform related duties and responsibilities as required.

### **TYPICAL DUTIES:**

Plans and directs the activities and operations of assigned shift; Schedules, assigns, supervises and evaluates the work of assigned officers; ensures subordinates' compliance with departmental rules and regulations; recommends and/or implements disciplinary action as necessary; Participates in officer and civilian employee training; may organize and conduct specialized training as assigned; Reviews and evaluates reports of subordinate officers for accuracy, completeness and compliance with departmental policies and procedures; determines and monitors follow-up actions required; prepares and submits a variety of police reports, records and correspondence; Analyzes departmental activities and policies and makes recommendations to increase unit and overall departmental effectiveness and efficiency; Conducts shift briefings; Inspects weapons, vehicles and equipment for proper condition and compliance with departmental policies and standards; maintains assigned equipment; Supervises crime scenes and determines the need for additional and/or specialized Police Department units, etc. (NOTE: This is only an illustration of job duties; see the attached full detailed job description)

### **MINIMUM REQUIREMENTS:**

#### **Experience:**

Four years of experience as a Peace Officer within the State of California.

#### **Education:**

Graduation from high school or GED and possess a minimum of 60 college semester units from an accredited College or University.

#### **Substitution:**

Possession of an Associate of Arts degree in Police Science, Business, Public Administration, or a related field may be substituted for one year of the required experience.

**Additional Requirements:**

Possession of a valid California driver license.

Possession of Intermediate Certification as issued by the State of California Commission on Peace Officer's Standards and Training.

Must complete the P.O.S.T. Supervisory Course within two years from the date of appointment.

Must be eligible for or obtain a P.O.S.T. Supervisors Certificate within two years from the date of appointment.

**SALARY AND BENEFITS:**

**SALARY:** \$94,108 - \$120,108

**VACATION:** 80 hours per year initially

**SICK LEAVE:** 96 hours per year

**EDUCATIONAL INCENTIVE:** \$125/Mo. for an A.A. or A.S. degree or equivalent or \$250/Mo. for a B.A. or B.S. degree.

**POST CERTIFICATES:** \$75/Mo. for a POST Intermediate Certificate or \$150/Mo. for a POST Advance Certificate.

**HOLIDAYS:** 13 Holidays + 1 Floating Holiday

**UNIFORM ALLOWANCE:** \$950 per year

**LONGEVITY PAY:** \$150/Yr. for 15-19 years of service and \$300/Yr. for 20+ years of service.

**OUT-OF-CLASS PAY:** 5% out of class pay for FTO, OIC and 10% for Detective assignments.

**BI-LINGUAL PAY:** \$200/Mo.

**SHIFT DIFFERENTIAL:** \$.58 per hour for swing shift (1600 to 0200) and \$1.16 per hour for graveyard shift (2000 to 0600).

**CALPERS RETIREMENT FORMULA:** [2%@50](#) for Classic CalPERS members and [2.7%@57](#) for New CalPERS members.

**BEREAVEMENT LEAVE:** Up to 5 days.

**HOUSING LOAN PROGRAM:** City will loan an officer up to \$25,000 for a down payment on a home purchased within the City limits of Oroville.

**CANINE PAY:** Assigned K-9 Officer will receive 15 min per day at 1 ½ times their regular rate of pay for care and upkeep.

**TAKE HOME VEHICLE:** Officers who live within the sphere of influence will be assigned a take home vehicle.

**RETIREE MEDICAL:** 100% of the lowest cost plan for employee only after 20 years of service and at least 5 years past CalPERS retirement age up to Medicare age.

**MEDICAL, DENTAL & VISION:** The City of Oroville offers medical insurance through Vanasek Insurance to all sworn and non-sworn positions, featuring age-banded premiums tailored specifically to each employee's needs. Premiums are adjusted based on the number of dependents covered, ensuring flexibility and affordability. Employees can choose from a variety of plans to best fit their medical needs, including Bronze PPO, Gold PPO, Silver PPO 55/1950, Silver PPO 55/2500, and Platinum PPO. Each plan offers different deductibles, providing options that align with varying healthcare preferences and financial considerations. This comprehensive range of plans ensures that all employees, regardless of their role, can select the coverage that works best for them and their families.

Vision insurance, fully funded by the City, is offered through VSP, providing employees with high-quality coverage at no cost. Additionally, dental insurance is available through Ameritas for a low monthly cost of just \$3.90.

**APPLICATION PACKETS:**

Available at City Hall, 1735 Montgomery St., Oroville CA 95965, phone (530) 538-2404, [www.cityoforoville.org](http://www.cityoforoville.org), or email [mwilliams@cityoforoville.org](mailto:mwilliams@cityoforoville.org)

To apply for this position **please return completed application w/resume and contact information for three (3) professional references to the above address, this position will remain open until filled.** You may email your application, resume, and reference information to [hr@cityoforoville.org](mailto:hr@cityoforoville.org), if the application has the applicant's original signature.

Following the closing date and review of your application packet, you will be notified, by email or a phone call, whether you will be invited to an oral board interview for this position.

**EVALUATION/SELECTION:**

The selection process may contain all or some of the following elements:

\*Written Examination

\*Oral Board Interview

\*Final Interview

\*Background Investigation

\*Pre-Employment Physical - After a conditional offer of employment, a complete physical/drug screen will be conducted by the City's Physician, at the City's cost.

**\*\*The City of Oroville is an equal opportunity employer. All qualified applicants will be considered for employment without regard to race, color, national origin, religion, or sex. If you require accommodation in the recruitment process, please contact the Personnel Office at (530) 538-2407. Medical disability verification may be required prior to accommodation.**