

Lindon City
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LINDON



LINDON CITY JOB OPENING

Police Officer (Lateral)

Application Period: February 24, 2020 – March 4, 2020

Lindon City is seeking qualified applicants to fill openings for the position of Police Officer. Lindon City, Utah (pop. 10,900) is a vibrant, growing community situated along the Wasatch Mountains about 45 minutes south of Salt Lake City. In 2009, 2011, and 2013 Lindon City was ranked by CNN Money Magazine as one of the 100 'Best Places to Live in America' and has been identified by Safewise.com as one of the safest cities in Utah. Lindon is a full-service community with full-time police, fire, and EMS services that operate out of its new Public Safety Building (opened in February 2017). The Police Department consists of 15 sworn officers and 3 administrative staff.



APPLICATION REQUIREMENTS:

Applications must include a current resume, a cover letter or writing sample, NPOST exam score, and a completed Lindon City General Employment Application (available on-line at <http://www.lindoncity.org/employment.htm> or at City offices located at 100 North State Street, Lindon, UT 84042). All application materials listed above must be received by the City no later than Wednesday, March 3, 2020 at 5:00pm. The selection process will include an oral panel, administrative interview, and physical fitness evaluation. The fitness evaluation will include a 1.5-mile run, 300-meter shuttle run, push-ups, sit-ups, bench press, and vertical jump (standards are slightly more lenient than current POST standards). Finalists for the position will be required to pass a comprehensive background investigation, as well as complete polygraph, psychological, drug, and medical examinations.

Job Description:

TITLE:	Police Officer (Lateral)
DEPARTMENT:	Police Department
STATUS:	Regular Full-Time
FLSA CODE:	Non-Exempt

PAY:

Lateral entry starting range= \$45,240 - \$67,828 annually (pay range 17) depending on qualifications (years of experience, education, military service, specialty training). Additional one-time yearly merit pay bonus currently available if topped out in pay scale.

CURRENT BENEFITS:

- Medical - The City currently pays 100% of medical insurance premiums (traditional and high deductible plans available through PEHP).
- Dental - The City will pay 50% of dental insurance premiums
- Utah Retirement System (URS) – full pension plan + Social Security
- 401k – in addition to pension, the City pays 1.5% of regular full-time employee's gross wage into a 401K or 457 retirement account on behalf of the employee. If an employee elects to make a voluntary contribution to the retirement savings account, the City will pay a matching contribution of up to 1.5% into a retirement savings plan through Utah Retirement Systems for a maximum City contribution of 3% of the employee's wage.
- Paid Holidays – 12 annual paid holidays
- Vacation Hours – 40 hrs first year, 80 hrs years 2-10, 120 hrs years 11-20, 160 hrs years 21+
- Sick Hours - 96 hours (12 days) of sick leave each year. Sick leave buy-back bonus available.
- Take Home Vehicle – Ford F150, replaced every 2 years
- Long-Term Disability; \$50k Life Insurance for employee/\$5k spouse/\$2.5k children; Surviving Spouse Trust Fund – Paid in full by City
- 2 hours paid fitness/exercise time per week; 24/7 access to cardio/weight room & locker room
- Aquatics Center passes & free City facility rentals
- Tuition Reimbursement - \$1,500 - \$2,000 annually for qualifying programs
- Training & additional certifications strongly supported and encouraged
- Advancement opportunities available as department matures

NATURE OF THE WORK

Members of the Lindon Police Department conduct peace officer duties at the full-performance level, to include the promotion of community safety and equitable law enforcement within the City. The position of Police Officer is subordinate to the Chief of Police and other ranking officers within the department. Officers are responsible for the protection of life and property, and the enforcement of federal, state, and local laws and ordinances. Work is performed in accordance with department policy and procedure as well as state statute.

EXAMPLES OF DUTIES

- Ability to maintain a high degree of professionalism, including the ability to work as a team, to lead, and be directed.
- Respond promptly and professionally to calls for service.
- Prepare various reports, records, memoranda, and other necessary records to ensure compliance with statutory provision and procedure requirements.
- Make public presentations on crime prevention, safety, and emergency preparedness.
- Ability to operate firearms and other modern police equipment; operate modern office equipment; operate a motor vehicle safely.
- Testify and present verbal and physical evidence in court regarding criminal and traffic violations.
- Attends training provided by the department for career development.
- Coordinate activities with other divisions, departments, and jurisdictions.
- Performs other duties as assigned.

KNOWLEDGE, ABILITIES, AND SKILLS

Considerable knowledge of:

- Criminal laws, codes and ordinances and court interpretations, including rights of citizens, apprehension, arrest, search and seizure and rules of evidence.

Ability to:

- Interact effectively with the general public, elected officials, administrators, co-workers, and representatives of outside agencies and businesses.
- Provide positive leadership, direction, and guidance to department staff.
- Develop and achieve department goals and objectives with quality training, personal development and wellness activities that promote personal growth within the department.
- Analyze issues, evaluate alternatives, and make logical recommendations based on findings.
- Keep and prepare accurate reports and records.

Skilled in:

- Using tact, prudence, and good judgement to deescalate tense situations.
- Verbal and written communication methods including explaining complex laws, codes, regulations and ordinances in a clear and concise manner.
- Tactical law enforcement procedures and proper use of law enforcement equipment.

EDUCATION AND EXPERIENCE

- Minimum of 3 years experience as full-time peace officer
- High School Diploma or GED
- Preference given to military veterans
- Preference given for bachelor and advanced degrees
- Preference given for previous law enforcement promotion.
- Preference given for law enforcement specialty training certification.

LICENSES AND CERTIFICATIONS

- Requires a valid State of Utah driver license.
- Must be certified as a Utah Law Enforcement Officer (L.E.O). Applicants certified in other states must pass the Utah State POST waiver test prior to hire.
- May be required to participate in a physical fitness program and meet minimum fitness standards.

WORKING CONDITIONS AND PHYSICAL REQUIREMENTS

- May include long periods of sitting or standing with occasional exposure to weather, noise, confined spaces, chemicals, mechanical hazards, and dangerous situations including threat to life;
- Must be able to operate a city vehicle;
- Requires ability to work shifts day and night for 12 hours at a time;
- May be required to report to work after normal hours for emergencies, call-outs, or city events;
- Some light to medium physical effort is required with ability to lift and carry 25 pounds;
- Must have vision to observe emergency scenes and investigations and to read printed materials and a computer screen; and hearing and speech to communicate in person, before groups and over the telephone and/or radio.
- Work requires regular exposure to deadlines and stressful situations, including contact with individuals in emotionally charged situations.

Lindon City is an Equal Opportunity Employer.

Posted February 24, 2020