



DEPUTY SHERIFF TRAINEE



In PARTNERSHIP with our *communities*



MARIN COUNTY SHERIFF'S OFFICE

THE COMMUNITY

Located in the North Bay across the Golden Gate Bridge from San Francisco, Marin County is a dynamic community of 261,000 well-educated and involved residents. From its tidelands to the top of Mt. Tamalpais, Marin enjoys a high quality of life marked by beautiful beaches, groves of redwoods and oaks, rolling foothills, and scenic valleys. The mild, year-round Mediterranean climate is highlighted by cool, coastal fog tempering the warm inland temperatures of summer. Incorporated communities include Belvedere, Corte Madera, Fairfax, Larkspur, Mill Valley, Novato, Ross, San Anselmo, San Rafael (the County seat), Sausalito and Tiburon.

Marin County is known for its combination of rural and suburban lifestyles. It is a recreation destination for the entire Bay Area—the Golden Gate National Recreation Area and Point Reyes National Seashore are just two destinations out of more than 140,000 acres of public lands within Marin. The County's active economy includes insurance related (e.g. Fireman's Fund), finance, movie and video production (e.g. Lucas Films), agriculture, aquaculture, computer software (e.g. Autodesk), communications equipment, printing, and tourism. Marin County children excel in school with test scores well above the average. The 19 school districts in Marin range in attendance from 20 to 8,000, the Marin Community College has two campuses (Kentfield and Novato) and Dominican University is located in San Rafael.



As law enforcement leaders, working in partnership with our communities, the Marin County Sheriff's Office provides professional, innovative, and proactive public safety services to promote the highest quality of life in Marin.

MARIN COUNTY SHERIFF'S OFFICE

The Marin County Sheriff's Office is the lead law enforcement agency for Marin County and strives to be receptive and responsive to the expectations of the community's needs through daily interactions with residents. The department is committed to being a model organization providing the best, most efficient, and most professional law enforcement services to the residents of Marin County.

The department's over 300 dedicated sworn and non-sworn staff provide a myriad of law enforcement services to the county. The Bureau of Detention Services oversees the operation of the County Jail and security for the Marin County Superior Court. The Bureau of Field Services oversees the operation of all patrol and criminal investigative services. The Bureau of Administration and Support Services oversees the operation of the Sheriff's Business Office, Records, Warrants, and Civil Divisions, the Sheriff's Public Safety Communications Division, Professional Standards Unit, Technical Support Unit, and the Sheriff's Office of Emergency Services.

In addition, the Sheriff's Office includes the functions of the Coroner and is responsible for investigating the cause and manner of all sudden or unexpected deaths within the county or natural deaths where the person has not been seen under the close care of a physician.

For more information about the Sheriff's Office, please visit www.marinsheriff.org.

THE POSITION

Deputy Sheriffs serve in patrol, custody and investigation divisions that include a variety of specialty assignments. They provide law enforcement for unincorporated communities and rural areas. In addition, they process, guard, transport and supervise prisoners as well as provide security for courtrooms.

Deputy Sheriff Trainees without POST course completion will be sponsored in an approved academy with fees paid by the Sheriff's Office. In addition, Trainees will complete a state mandated training program provided by the Sheriff's Office.

THE IDEAL CANDIDATE

The ideal candidate will have demonstrated the desire for a career in law enforcement through college coursework and, in accordance with POST guidelines, will continuously demonstrate, maintain and exceed high standards of personal conduct in the following areas:

- Personal and professional integrity;
- Attention to safety;
- Effective impulse control;
- Avoidance of risk taking activity and substance abuse;
- Consistent acceptable performance in high stress environments;
- Good interpersonal skills;
- Proper decision making and judgment;
- Ability to continuously learn and effectively communicate.



MINIMUM QUALIFICATIONS

EDUCATION: High school graduation or equivalent (GED) is required. College level coursework in law enforcement, criminal justice, criminology, or a field related to the work is highly desirable.

AGE: 20.5 at time of filing and 21 at time of appointment.

SKILLS AND ABILITIES: The County has a cafeteria-style benefits plan that allows employees to choose from a variety of health, dental, vision, life, and long-term disability insurance plans.

CITIZENSHIP: California Government Code Section 1031(a) states that a peace officer shall be a citizen of the United States or a permanent resident alien who is eligible for and has applied for citizenship. (Note: Peace officers with the California Highway Patrol must be U.S. citizens, per Vehicle Code Section 2267). California Government Code Section 1031.5 states that for an alien to be eligible for peace officer employment, he/she is subject to the following: Any permanent resident alien who is employed as a peace officer shall diligently cooperate with the Immigration and Naturalization Service in the processing of his or her application for citizenship and shall be disqualified from holding that position if, three years after the filing of an application for employment, the person has not

obtained citizenship due to failure to cooperate in the process of the application for citizenship. Any permanent resident alien who is employed as a peace officer shall be disqualified from holding that position if his or her application for citizenship is denied.

LICENSE: Possession of or the ability to obtain a California Class C Driver's License by the time of appointment.

EMPLOYMENT, CHARACTER & BACKGROUND

INVESTIGATION: The employment, character and background investigation consists of a thorough study of the candidate's history prior to appointment to determine fitness for this position. Reasons for not being accepted include the use of controlled substances (see Pre-Employment Drug Use Guidelines), felony convictions, repeated or serious violations of the law, inability to work cooperatively with co-workers, inability to accept supervision, moral character (integrity), safe driving practices including convictions for driving under the influence of alcohol and/or drugs, confronting and overcoming problems, omissions of information or incomplete documents, decision making and judgment, personal accountability and responsibility, work habits, truthfulness, cooperating with the investigation process, or other relevant factors.



COMPENSATION

SALARY: The salary range for the Deputy Sheriff Trainee is **\$6,706 to \$7,337 per month** depending on qualifications. Successful trainees are eligible for promotion to Deputy Sheriff, which pays \$7,053 to \$8,559 per month. In addition, the salary is supplemented by a generous benefit program, which includes the following elements:

RETIREMENT: The County retirement system is authorized by the County Employees Retirement Law of 1937. This plan has a reciprocity relationship with CalPERS.

INSURANCE: The County has a cafeteria-style benefits plan that allows employees to choose from a variety of health, dental, vision, life, and long-term disability insurance plans.

LEAVE ALLOWANCES: The County offers generous vacation, personal, and sick leave benefits plus up to 13 paid holidays.

DEFERRED COMPENSATION: The County does not participate in Social Security except for a mandatory Medicare contribution. The County does offer a choice of tax deferred 457b plans to which employees may contribute in order to enhance their retirement.

For additional information about benefits, please visit <http://www.marincounty.org/depts/hr/benefits>.

APPLICATION & SELECTION PROCESS

To be considered for this exceptional career opportunity, please apply online at <http://www.marincounty.org/jobs>. As your application materials may be reviewed by individuals not privy to your employment history, please complete all sections of the application form in full and submit responses to the supplemental questions. Please note, this recruitment may be used to fill designated female only positions as well.

The County will conduct testing at regular intervals for this position. The selection process includes a physical agility test, POST written exam, personal history statement submission and review, panel interview, thorough background investigation, polygraph examination and/or a computerized voice stress analysis (CVSA) examination, medical examination, and psychological assessment.

The County of Marin is an Equal Employment Opportunity Employer. Minorities and women, and individuals with disabilities are strongly encouraged to apply.



POST EXAM WAIVER

If you have completed a writer POST exam within 12 months of your application date, received a T-Score of 45 or higher and would like to be waived from taking the POST exam **ONLY**, you **MUST** submit an official correspondence from the testing agency which states the agency name, candidate's name, test title, test date, and T-Score with your completed application. Waiver letters must be received by Human Resources no later than 4:00 p.m. on the date you apply.

For complete instructions on how to apply contact:

Department of Human Resources
3501 Civic Center Drive, Suite 415
San Rafael, CA 94903
<http://www.marincounty.org/jobs>

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