



## City of Salem Job Opportunities

Job Line - 503-588-6162  
TDD - 503-588- 6009

<http://www.cityofsalem.net/~spersonl/JobOpportunities.htm>

# POLICE OFFICER - Bilingual

**RECRUITMENT #:** 08-411/004

**DEPARTMENT:** SALEM POLICE DEPARTMENT

**SALARY RANGE:** \$4,063 UP TO \$5,701 Monthly (\* Step 6 with 10% Education Incentive Pay)

**WORK HOURS:** Varied, shift work including nights, weekends and holidays.

### THE OPPORTUNITY

Seeking exceptional candidates with or without prior law enforcement experience who have develop positive interactions between the community and the police to effectively reduce the fear of crime, protect individual rights, and enhance the quality of life. Salem, a multi-cultural community, is located in the fertile Willamette Valley surrounded by recreational areas. Salem offers continuing education opportunities through Chemeketa Community College, Willamette University, Tokyo International University, Corban College, and nearby Western Oregon University.

The Salem Police Department is a full service professional police agency offering opportunities for career development and advancement.

Salem strives to employ police officers who meet the highest standards. Salem Police Officers must demonstrate moral and ethical behavior in all their actions in the fair administration of the law. Officers must interface with the community in order to meet community needs and carry out the responsibilities they have been entrusted with by the public. Officers must communicate effectively, identify problems, and have the desire to implement long-term solutions to problems.

Police Officers must demonstrate the ability to make proper decisions, exercise sound judgment in assessing human behavior, handle emergency situations, resolve problems without bias, enforce laws, issue citations or warnings to violators, direct traffic, investigate crash and crime scenes, preserve evidence, interview suspects, witnesses, victims, and provide credible court testimony.

### SALEM POLICE DEPARTMENT VALUES

In our individual conduct, personal relationships, and professional responsibilities, we value:

- Human Life - The protection of human life is our highest priority.
- Ethics - We will demonstrate integrity and honor in all our actions.
- Crime Fighting - We will encourage innovation as we work in partnership with the community to aggressively address neighborhood crime problems.
- Valuing People - We will treat each other with dignity and respect, protecting the rights and well-being of all individuals.
- Loyalty - We will be loyal to the community, to the department and its members, and to the standards of our profession.
- Open Communication - We will listen to one another's opinions and concerns.

- Fairness - Our decisions will be based on common sense, and will be balanced, moral, legal, and without personal favoritism.
- Diversity - We appreciate one another's differences, and recognize that our unique skills, knowledge, abilities and backgrounds bring strength and understanding to our organization.
- Public Safety - We will strive to enable our citizens to be safer and less likely to be victimized by crime through communication, education, and encouraging voluntary compliance to all laws.

***Additional pay incentives for:***

**Combination of DPSST certification levels, training and college education 2-10%**

**Bilingual Language skills** in Spanish, Russian, Vietnamese, Thai, Lowland Lao, Cambodian, Highland Lao (Mien), Hmong, or certification in American Sign Language or Signed English. 5%

**Special Assignments** such as Field Training Officer, SWAT, Motorcycle Officer and Bomb Squad. Varied.

**Minimum Requirements:** In order to apply, applicants must:

- Be at least 20 years old to apply **and at least 21 years old by the time of appointment**
- Be a US Citizen
- Be a High School Graduate or have completed a GED
- Possess and maintain a valid driver's license.
- Participate in competitive testing including physical fitness testing, reading comprehension, writing skills, written, physical/vision, hearing and psychological examinations, and be able to pass strict Police Department Background Investigation.

**APPROXIMATE TIME LINES FOR SELECTION PROCESS:**

Application Closing Date: Open until filled  
 Physical Abilities and Written Examination Testing: **To be Announced**  
 Oral Interviews: **To be Announced**  
 Background Checks: **To be Announced**  
 Finalists Identified: **To be Announced**  
 Hiring Date(s): **To be Announced**

**(Dates are approximate and may change depending upon circumstances)**

**OPEN DATE: January 7, 2008**

**CLOSING DATE: OPEN UNTIL FILLED**

**TO APPLY:** Applications may be obtained from the **City of Salem, Human Resources Department, Room 225, 555 Liberty Street SE, Salem, OR 97301**. Applications must be returned to the Personnel Department by 5:00 p.m. on the closing date, or, postmarked on the closing date. Due to the volume received, the City **WILL NOT** verify the receipt of faxed or mailed applications. The City cannot be responsible for material that is illegible or missing as a result of transmitting by fax or which may be lost through the mail. **All newly selected finalists for City employment are subject to testing for Drugs.**

**Equal Opportunity Employer**

**Women, Minorities and Disabled are Encouraged to Apply**

**ADA Accommodations Will be Provided Upon Request**

**This announcement is not an implied contract and may be modified or revoked without notice.**

Revised July 1, 2008