



Position Profile Patrol Officer

The City of Golden Valley is seeking a community-focused, equity-minded, and service-dedicated Police Officer.

City Contact

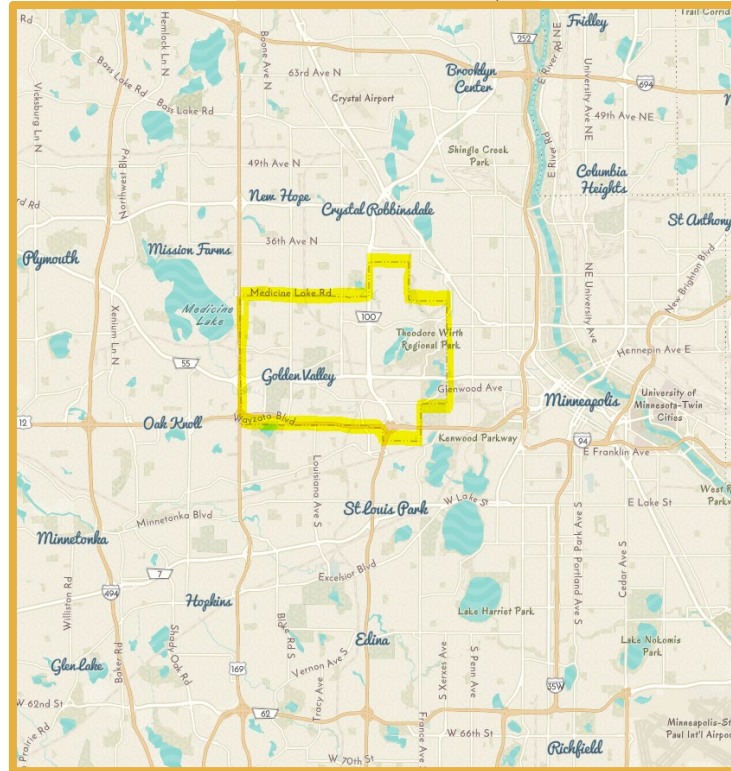
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City of Golden Valley
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Who We Are

The City of Golden Valley is described as a “sweet spot” in the Minneapolis-St. Paul metro, offering a wide variety of services and programs to its residents, businesses, and visitors. With a population of just over 23,000, and located five miles west of downtown Minneapolis, the city contains numerous parks and trails as well as connections to area regional trails and amenities, providing recreation for all ages and seasons.

The City owns and operates Brookview Golden Valley, which is the gold-standard of community gathering spaces, featuring an indoor playground, bar and restaurant, meeting and banquet facilities, golf course, lawn bowling, and curling (for those cold winter months).



City Structure

Golden Valley is a Statutory Plan B city that has been a municipal corporation since 1886. The City is governed by the City Council, composed of the Mayor and four Council Members, all elected at-large and serving four-year terms. The City operates under the Council/Manager form of government, which means the City Council sets the policy and overall direction for the City and appoints a City Manager to oversee the day-to-day operations. The City Manager directs City staff in carrying out Council decisions and providing services.

City Services

The City Manager directs the activities of nine department directors: Administrative Services, Communications, Fire, Human Resources, Legal, Parks and Recreation, Physical Development, Police, and Public Works.

Across all of its departments, the City employs approximately 145 full-time employees, 50 paid on-call firefighters, and about 175 seasonal or variable-hour employees hired throughout the year.



Who We Are

Welcome Statement

The City of Golden Valley believes in and stands for the values of social equity, inclusion, and justice.

We embrace diversity and recognize the rights of individuals to live their lives with dignity, free of discrimination, fear, violence, and hate.

We welcome individuals to Golden Valley regardless of race, color, creed, religion, national origin, immigration status, gender, gender identity, marital status, age, disability, economic status, sexual orientation, familial status, or cultural background.

We strive to provide fair and unbiased services and programs, giving opportunities for all. We are dedicated to being a supportive and united community, strengthened by the diversity of our residents and visitors.



Vision

Golden Valley strives to creatively connect people and places, preserve and enhance community resources, and nurture opportunities for all.

Mission

The City of Golden Valley delivers high-quality, responsive services to ensure the community remains a vibrant and welcoming environment in which to live, work, and play.

Values

- Communication
- Respect
- Community
- Inclusion
- Integrity
- Innovation
- Courage
- Accountability



Community

According to most recent Census data, the City is approximately 87 percent White, 55 percent Female, and residents have a median income of \$98,000. The City of Golden Valley aspires to be a place of belonging for all, as reflected in the Welcome Statement. Due to its proximity to Minneapolis, its many employers, and its diverse school selection, the City of Golden Valley nearly doubles in size during weekdays, resulting in more racial, age, and socioeconomic diversity.



Schools

ISD 281 (Robbinsdale Area Schools) and ISD 270 (Hopkins School District) provide public education to Golden Valley and surrounding suburbs. Golden Valley is home to Perpich Center for Arts Education (a public arts high school) and two private schools—Breck School and Notre Ecole French Immersion School. The diverse Pre-K–12 educational opportunities make Golden Valley a destination for metro-area scholars of all backgrounds.



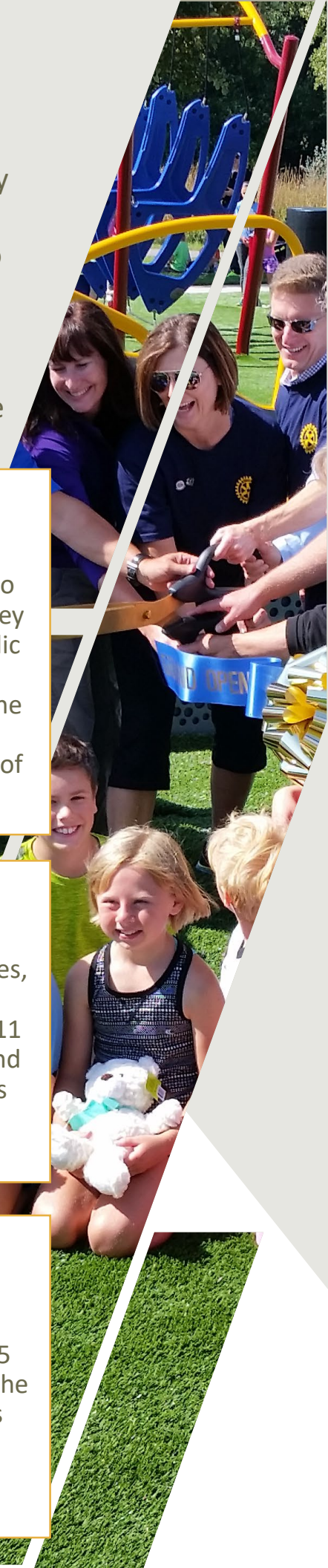
Businesses

Golden Valley is home to many flourishing businesses, including Allianz Life Insurance North American Headquarters, General Mills, Honeywell, and Kare 11 News. Commercial development, including retail and office uses, comprises 7 percent of Golden Valley's total land use.



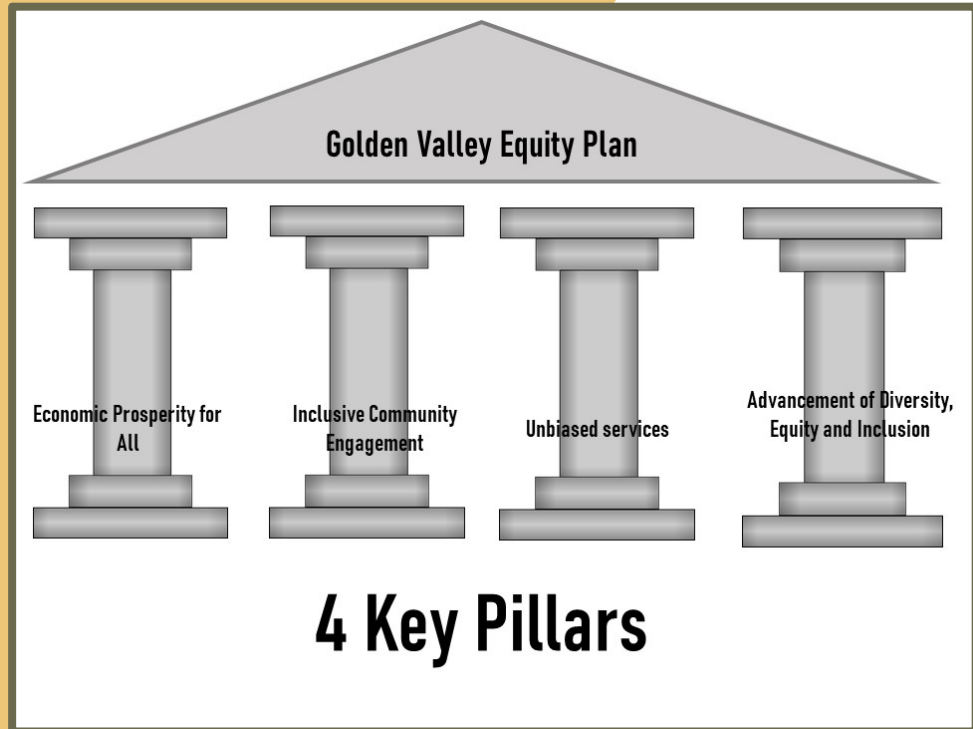
Parks, Trails, and Nature Areas

Fifteen percent of Golden Valley (more than 1,035 acres) is dedicated to parks and open spaces, and the City maintains nearly 50 miles of trails, as well as numerous ball fields, courts, and activity areas.



Diversity, Equity, & Inclusion

Historically, like many suburbs in Minnesota, the City of Golden Valley enforced racially restrictive covenants in the early 20th century to develop a specific racial makeup. Contemporarily, the City recognizes the historical and present disparities perpetuated by its structures, policies, and procedures burdened by different communities, particularly within Black, Indigenous, and People of Color communities. Consequently, the City is committed to transforming local government to dismantle barriers, provide resources, and enhance opportunities for all of its residents and visitors.



Framework

A central part of any agency's commitment to equity includes a working group tasked with initiating, measuring, and reflecting upon practices, policies, and procedures in the name of equity. The City of Golden Valley's Equity Leadership Team is comprised of the M-Team (all Department Directors and City Manager) with the support of the Equity and Inclusion Manager. The City's Equity Advancement Team is a group of self-selected and nominated staff from all levels and departments who are committed to personal and professional learning and will work to facilitate conversations across departments. The City Council and the City Advisory Boards and Commissions are dedicated to examining practices and frameworks to dismantle inequities and barriers through equity action items and policies.

Police Department

The Golden Valley Police Department (GVPD) provides law enforcement and progressive community service, including patrol, investigation of crimes, prosecution of offenders, and crime prevention.

Under the direction of the Police Chief, the GVPD includes two Commanders, seven Sergeants, 23 Police Officers, eight Community Service Officers, a Crime Analyst, a Police Operations Supervisor, and two Administrative Assistants.

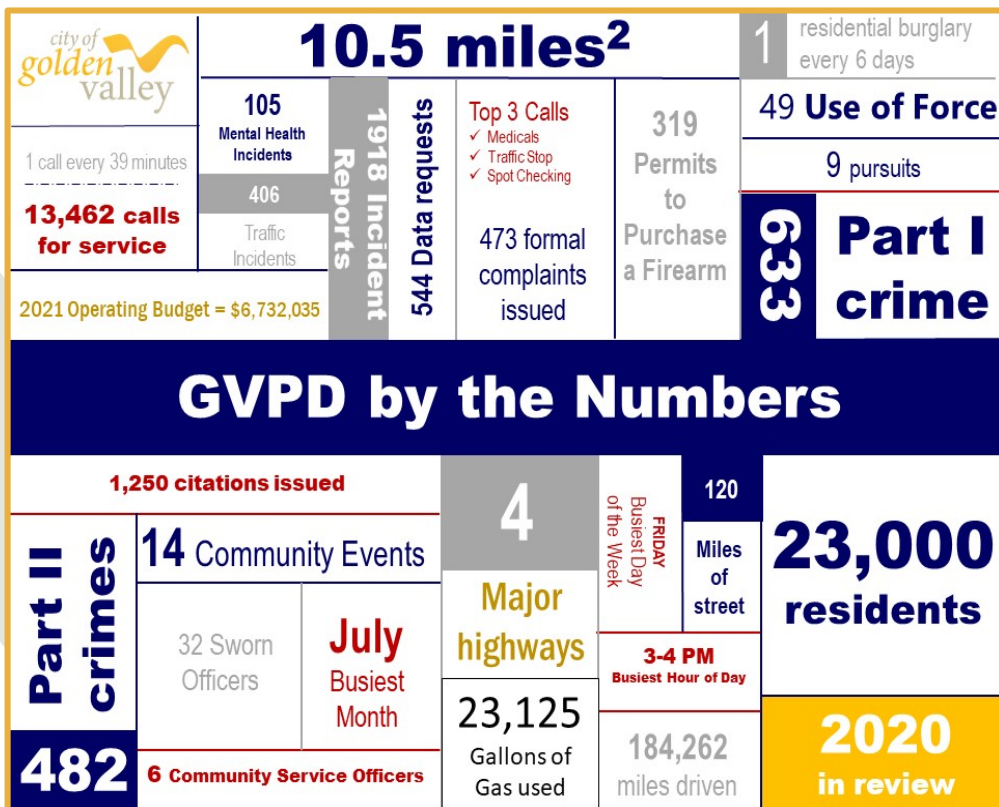
Community Engagement

The concept of community policing is a fundamental part of the GVPD. Intervention and prevention are key elements to a safe community. GVPD actively pursues building positive relationships with members of our community through our community outreach program. [More information](#) on Outreach and Education Initiatives.



PEACE Commission

The PEACE (Police Education, Accountability and Community Engagement) Commission is a group of appointed community members that will facilitate bridge-building activities and provide recommendations to the City Council based on studies, policy review, and community feedback for the Golden Valley Police Department. The PEACE Commission is projected to start in Q4 2021.



Police Officer Position

Position Overview

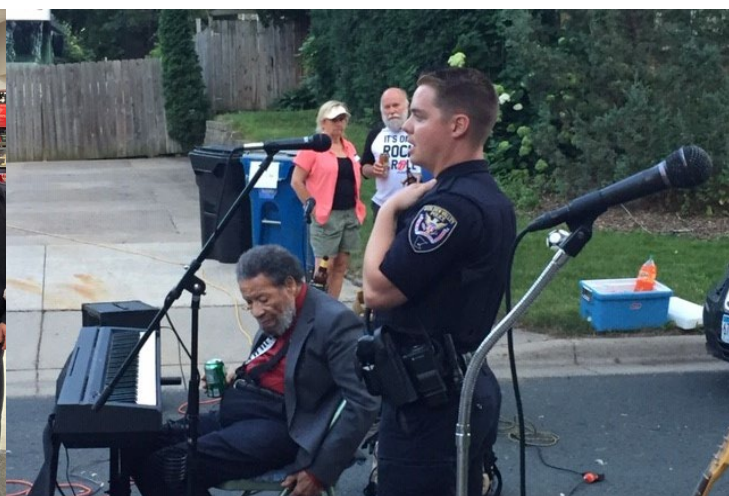
Under the direction of Police Sergeants, individuals in this position are responsible for upholding the City's Welcome Statement and values by building trusting relationships, providing a variety of services to the community, and exercising equity in enforcement. Police Officers provide ongoing support to maintain peace and safety within and around Golden Valley.

Minimum Qualifications

- Currently licensed, or eligible to be licensed as a peace officer by the Minnesota POST Board.
- United States Citizen.
- Current Minnesota valid driver's license or ability to obtain one.
- Previous community service or customer service experience.
- Previous experience building and maintaining relationships with stakeholders.
- Ability to complete the essential duties and responsibilities of the position with or without reasonable accommodations.

Desired Qualifications

- Bachelor's degree in law enforcement, or equivalent combination of education and experience.
- Current First Responder certification.
- Knowledge of police principles and procedures including the operation of police vehicles, radios, radar, computers, and related equipment.
- Previous experience participating in or leading community engagement activities or events.
- Knowledge of federal, state, and local laws.
- Skilled in safely handling and discharging firearms with accuracy.
- Skilled in expertly driving a motor vehicle, sometimes under adverse conditions, and at high speeds, or in pursuit of fleeing vehicles.



Position

Pay and Benefits

The City offers a competitive seven-step wage scale and benefit plan, including medical, dental, short-term and long-term disability, flexible spending accounts, and life insurance. 2021 Wage Scale:

1	2	3	4	5	6	7
\$34.30	\$35.98	\$37.74	\$39.59	\$41.53	\$43.56	\$45.70

Employees are eligible for Council-approved cost of living adjustment (COLA). The City is projecting a 3% COLA on Jan 1, 2022.

The City provides additional benefits including: paid time-off (PTO), paid parental leave (3 weeks), and tuition reimbursement options.

Officer Wellness

Golden Valley focuses on employees' full well-being, including physical, emotional, mental, community/social, and professional wellness. Officers are provided with an on-site workout facility and an on-duty workout policy, mental health resources through established programs, and other City-wide Wellness program initiatives.

Lateral Transfers

Officers with a minimum of one year of experience within another agency may be eligible for elevated PTO accrual, plus front-loaded PTO, an hourly rate of pay (listed above) commensurate with qualifications, and a \$2,500 signing bonus.

Application Process

Projected Timeline

Position is posted online from November 30, 2021 to December 13, 2021.

The City will move swiftly through the recruitment process, to include interviews and assessments.

To Apply

Submit your cover letter and resume online at <http://www.goldenvalleymn.gov/jobs/index.php>

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City of Golden Valley