



EXECUTIVE ASSISTANT



The City of Keizer, Oregon is seeking qualified applicants for our Executive Assistant position in our Police Department!

Important Dates

Opened: Friday, July 12, 2024

Interviews: Potentially the week of August 26, 2024

Closes: Thursday, August 15, 2024

Keizer Police Department (KPD)

The mission of the Keizer Police Department is to help the community maintain order while promoting safety and freedom and building public confidence. The KPD is accredited through the Commission on Accreditation for Law Enforcement Agencies (CALEA). The department has 42 sworn officer positions and 8 full time civilian employee positions and has three divisions: Patrol, Support, and Criminal Investigations.

The KPD has identified five overarching personal attributes to guide performance and the department's hiring, promotional and evaluation processes as follows:

CONSCIENTIOUSNESS

Holding oneself accountable to see that necessary things are done correctly

COURAGE

Taking the right action at the right time even when the outcome is unknown

EMPATHY

Intentionally understanding or striving to understand another person's experience and perspective

HELPFULNESS

Identifying a need and seeing that it's met

HUMILITY

Possessing a modest estimation of oneself relative to others



Job Summary

This professional level staff assistant provides administrative and technical support to the Command Staff of the Police Department. Provides primary administrative assistance or consultation to other members. Has responsibility for receiving, handling, routing, or storing confidential, protected, or sensitive information. This position prepares policies, procedures, staff reports, and other technical documents. Maintains police department files. Assists Command Staff and Human Resources (HR) in recruitment and hiring as well as employee and labor relations, including collective bargaining. Assignments involve the use of initiative and judgment in the independent conduct of work and are reviewed on the basis of results obtained. This position works under the supervision of the Chief of Police. Personal conduct and behavior (on-duty and off-duty) must be such that it builds public confidence in the agency and its members.

See attached job description for a complete list of duties.

Pay & Benefits

The base pay range for this position is \$4,870.67 - \$6,356.13 per month.

Placement on the pay schedule and consideration of hiring incentives will be dependent on the amount and type of qualified experience. Additional benefits include the following:

- Medical, prescription, dental and vision with choice of plans
- Term life insurance
- Long term disability insurance
- Paid holidays
- Vacation leave
- Sick leave
- PERS retirement
- Deferred comp, with city match up to 6%
- Section 125 plan available
- Fitness incentive program
- 24-hour on-site fitness/weight room
- Access to on-site massage chair
- Language incentives

Minimum Qualifications

- high school diploma or equivalency, **and**;
- six years full-time progressively responsible experience in a staff professional/technical position, **and**;
- one-year full-time experience in a law enforcement/corrections/military environment **or**;
- any equivalent combination of education and experience which provides the knowledge, skills and abilities to perform the essential functions and responsibilities of the position.

Additional Qualifications

- Possession of, or ability to obtain as soon as practicable after hire, and maintain during employment, Notary Public commission.
- Required within six months of hire: NIMS IS 100, 700 and 800 certifications.

See the attached job description for additional qualification requirements.

Employment Application Information

- To apply, submit a completed [City of Keizer employment application](#) to the Human Resources Department.
- See application instructions attached to the City of Keizer application for detailed directions on how to apply.
- Application materials must be received prior to the closing date and time in order to be considered; postmarks will not be accepted as proof of meeting the deadline.
- Faxed and emailed applications must be received prior to the deadline.
- Bilingual (English/Spanish) candidates are encouraged to apply.
- Veterans requesting Veteran's Preference must complete the [Veteran's Preference Form](#) and provide the required paperwork.
- Requests for accommodation under the Americans with Disabilities Act must be submitted in writing prior to the closing date of this announcement.

Selection Process

- An evaluation of all submitted application materials will be conducted to determine candidates who will receive further consideration, including participation in an interview process.
- **Interviews may be conducted during the week of August 26, 2024.**
- One or more additional interviews may take place prior to contingent offer.
- All employment offers are contingent upon successful completion of background investigation.

City of Keizer

- ✓ The City of Keizer is located in the beautiful Willamette Valley with Oregon's largest city, Portland, to the north, and the state capitol, Salem, bordering Keizer to the south.
- ✓ The Oregon coastline and mountains are located just west of Keizer within a one-hour drive.
- ✓ Keizer's population is 39,561 and it is the 15th largest city in Oregon. In spite of its growth since the 1990's, Keizer continues to preserve its small-town pride by supporting many volunteer organizations and community-wide events.
- ✓ Some notable events include the KeizerFEST and parade, the Miracle of Christmas lighting display, the Holiday Lights parade, concerts in the parks, and the Keizer Art Walk.
- ✓ Keizer is also the home of the four professional baseball teams in the newly created Mavericks Independent Baseball League.
- ✓ The City of Keizer has 103 regular status employees, a varying number of temporary employees and many volunteers.
- ✓ This is truly a great place to work! We strive to create a relaxed, friendly, and supportive environment. We are very proud of the caliber of our employees and invite qualified candidates to consider joining our team.

Additional Information

Social Security Exemption

Full-time and part-time employees for the City of Keizer are exempt from Social Security Tax.

SHARP Certification

The City of Keizer is the first municipality in the State of Oregon to earn Safety & Health Administration Recognition Program (SHARP) certification from the Occupational Safety and Health Administration (OSHA). This is a testament to our commitment to safety for our employees and our community.

Drug-Free Workplace

We are committed to maintaining a safe and healthy workplace free of alcohol and drugs. Any offer of employment made to a potential new employee will be contingent upon the applicant passing a drug-screening test. Reasonable suspicion testing for drugs and alcohol and random testing for drugs will be conducted as described in city policy and the collective bargaining agreement.

Immigration Law

In accordance with the Immigration and Reform Control Act of 1986, employment of any individual will be contingent upon presentation of acceptable documents verifying identity and eligibility for U.S. employment.

Equal Employment Opportunity

The City of Keizer is dedicated to a policy of equal opportunity in employment without regard to race, religion, sex, national origin, age, marital status or disability.

Veteran's Preference

We are proud of the many Keizer employees who are veterans. We support Oregon law requiring Veteran's Preference by providing a method for qualified candidates to request employment preference.

Questions?

Contact City of Keizer Human Resources at 503-856-3430 or send an e-mail to HR@keizer.org.

The information provided in this job announcement is not an implied contract and may be modified or revoked without notice.

Keizer is a place where you can make a difference!

930 Chemawa Road NE * PO Box 21000 * Keizer, Oregon 97307-1000

Telephone: 503-856-3480 * Fax 503-856-3445

Website: www.keizer.org





EXECUTIVE ASSISTANT

Job Description

The job description does not constitute an employment agreement between the City and employee and is subject to change. The specific statements shown in each section of this description are not intended to be all-inclusive. They represent typical elements and criteria considered necessary to successfully perform the job.

Class Title:	Executive Assistant	Effective Date:	July 1, 2024
Working Title:	Executive Assistant	Type:	Non-Represented
Department:	Police	Supervisor:	Chief of Police
FLSA Status:	Non-Exempt	Supervises:	None

CLASSIFICATION SUMMARY

This professional level staff assistant provides administrative and technical support to the Command Staff of the Police Department. Provides primary administrative assistance or consultation to other members. Has responsibility for receiving, handling, routing, or storing confidential, protected, or sensitive information. This position prepares policies, procedures, staff reports and other technical documents. Maintains police department files. Assists Command Staff and Human Resources (HR) in recruitment and hiring as well as employee and labor relations, including collective bargaining. Assignments involve the use of initiative and judgment in the independent conduct of work and are reviewed on the basis of results obtained. This position works under the supervision of the Chief of Police. Personal conduct and behavior (on-duty and off-duty) must be such that it builds public confidence in the agency and its members.

SUPERVISION

Not a supervisory position.

PHYSICAL DEMANDS – SAFETY – WORKING CONDITIONS

The physical demands (including lifting, mobility, movement and manual dexterity), work environment and working conditions described below are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Physical Demands

In the performance of job duties, the employee is frequently required to sit; talk or hear; walk; use hands to finger, handle, or feel objects, tools, or controls; bend; and reach with hands and arms. The employee must lift and/or move up to 10 pounds and infrequently lift and/or move up to 30 pounds. Specific vision abilities required by this job include close, distance, color, and peripheral vision; depth perception; and the ability to adjust focus. Manual dexterity and coordination are required to perform the work. These abilities are necessary to use a computer and various software programs, calculator, phone, copy and fax machines, and other related tools and equipment.

Safety

Employees must maintain a safe work environment by complying with City and Department safety policies and rules and by practicing safety while performing the essential functions of the position.

Working Conditions

In the performance of the job duties, the employee will perform the majority of this job in an office environment under usual office working conditions. Work is also performed in numerous meeting settings in offices, conference rooms and public spaces. The noise level in the work area is typical of most office environments, with telephones, frequent interruptions and background noises. Duties include contact with employees and customers in conflict situations.

Occasional attendance at meetings or activities outside of normal working hours, including travel to local and regional meetings or conferences.

ESSENTIAL FUNCTIONS – DUTIES & RESPONSIBILITIES

An employee in this classification may perform any of the following duties; however, these examples do not include all the specific tasks which an employee may be expected to perform. Duties and responsibilities are subject to change by the employer as the needs of the employer and requirements of the job change.

It is the responsibility of every employee to represent the City of Keizer by responding to the public, citizens, its employees, and others promptly, professionally and with courtesy. This includes regarding everyone, internal and external, as a customer and delivering the best service possible in a respectful and patient manner. Additional responsibilities include assisting other staff in the performance of their duties as assigned, maintaining regular job attendance and adherence to working hours, and operating a motor vehicle safely and legally while on City business.

25% Administrative Duties

Handle confidential and sensitive information/documents with discretion exercised in releasing such information.

Assist department members, public, and staff from other city departments regarding finance, human resources, and information technology (IT) matters specific to the Police Department.

Compose, type, edit, and proofread a variety of documents including forms, charts, memos, reports, statistical reports, informational handouts and other correspondence from rough draft, handwritten copy, verbal instructions, or other material ensuring proper content, layout, grammatical composition, and punctuation.

Update and retrieve information from a variety of databases. Perform online research and assist in research and preparation of statistical reports, personnel reports, budgets, and other confidential tasks.

Prepare staff reports, statistical reports, and other documents for distribution to department staff, City Manager, City Council, etc.

Compose, process, and maintain department orders and directives.

Research grant opportunities, write grant requests, coordinate and submit grant reports in a timely manner. Manage approved grants, report on progress, help ensure compliance with program requirements, prepare and submit drawdown requests.

Maintain administrative appointment schedule and make travel arrangements.

Respond to inquiries and/or complaints from other employees and the general public on the phone, on-line, and in person; provide desired information or refer to appropriate resource.

Act as liaison between Police Department, other City departments, and staff as well as vendors.

Establish and maintain Police Department administrative files and records management systems, control records, and indexes in accordance with state records rules.

Monitor department performance evaluation system, ensure timely preparation by supervisors, and assist with processing personnel action forms.

Provide administrative support to the Chief of Police and the Police Department's bargaining team in preparation for, during, and after collective bargaining; primary responsibility for accurate and timely documentation throughout the process; also contribute information where appropriate and requested. Assist managers and members in adhering to provisions of Keizer Police Association (KPA) collective bargaining agreement (CBA).

Act as recording secretary for department staff meetings and prepare/distribute minutes of meetings.

Maintain files/records of department volunteers.

Coordinate facility repairs and installation of equipment as necessary. Work with vendors and contractors on police department requests for service or products.

Maintain department web page.

Receive and screen visitors and telephone calls for command staff; provide information and handle issues that may require sensitivity and the use of sound independent judgment.

25% Recruitment, Hiring/Promotion and Employee Orientation

Administer regular, volunteer (reserve officer and cadet), promotion and assignment recruitment processes for the department. Partner with HR staff and department staff to ensure hiring and promotion practices are in accordance with all applicable federal, state, and local laws, and meet the parameters outlined in the City's and department's policy manuals.

Develop and post internal assignment and promotion announcements. Assist HR staff with announcements for Police Department external position recruitments.

Determine dates and schedule facilities for testing and interviews, including reserving equipment and ordering test materials.

Review employment applications, coordinate with and notify applicants and staff of all aspects of hiring process activities. Inform involved staff of relevant dates. Schedule and proctor police officer testing. Compile and analyze test and interview statistics and prepare reports.

Schedule interviews. Coordinate background investigations, schedule pre-employment psychological exam, medical, and drug screening appointments for candidates.

Coordinate development of interview materials and rating criteria.

Maintain recruitment files while recruitments are in progress, ensure transition of files to HR upon conclusion of the recruitment.

Conduct department employee orientations.

Complete and submit appropriate documents and forms to Department of Public Safety Standards and Training (DPSST). coordinate Personnel Action Forms (PAF) to ensure compliance with City and CBA requirements.

Respond to routine requests for information about department hiring process.

Coordinate transition of departing department personnel.

20% Purchasing Duties

Utilize best methods, including public contracts, to obtain goods in cost effective manner for a public agency.

Contact vendors to obtain proposals/bids on certain supply and operating materials, and make recommendation for purchase to the supervisor in charge and/or Chief of Police.

Prepare purchase orders. Receive and process all receipts, purchase requests and invoices; verify accuracy.

As department quartermaster, procure and issue department uniforms, equipment, and other related items for department employees.

Maintain inventory control and procure department office supplies, materials, uniforms, equipment and other applicable property items.

20% Financial Duties

Verify department invoices for accuracy, code invoices with appropriate accounting number, obtain supervisor approval, and route to City Finance Department for timely payment.

Contact vendors regarding discrepancies with accounts payable.

Maintain accounts payable files.

Maintain multiple petty cash accounts/funds, conduct audits on funds.

Assist in development of departmental budget by providing documentation on expenses and analyzing data to project costs.

Monitor budget expenditures and revenues; review budget reports and provide recommendations on department spending.

10% Training Program Duties

Register employees for training, including arrangements for payment, lodging, travel, per diem, etc.

Maintain training files for internal and external department training.

Complete and transmit appropriate training forms to DPSST.

Monitor DPSST training and certification requirements for department personnel.

Assist vendors/instructors when scheduling or setting up city facility to provide training programs.

Audit officer training records to ensure all training is documented.

MINIMUM QUALIFICATIONS

Education & Experience

High school graduate or equivalency, plus six years of full-time progressively responsible experience in a staff professional/technical position with at least one-year full-time experience in a law enforcement/corrections/military environment, or any equivalent combination of education and experience which provides the knowledge, skills and abilities to perform the essential functions and responsibilities of the position.

Skill & Ability

- Verbal and written fluency in English language.
- Must be able to provide credible sworn testimony.

Licenses, Certifications & Other Requirements

- Pass a comprehensive background investigation.
- Required at time of appointment: Criminal Justice Information Services (CJIS) clearance or ability to obtain within 90 days and maintain during employment.

ADDITIONAL QUALIFICATIONS

Knowledge

- Governmental and particularly police operational practices, procedures, and methods.
- Research and study methodologies.
- Budget concepts and preparation.
- Business English, composition, spelling, and grammar.
- Accounting procedures. E.g. General understanding of budget practices, billing, handling petty cash, etc.
- Modern office administration and records management practices.
- Public purchasing, contracting laws and regulations, and government contracts and bids.

Skill & Ability

- Proficiently use office equipment including computers; word processing programs, spreadsheet, and desktop publishing applications.
- Effectively communicate orally and in writing.
- Organize and prioritize multiple overlapping projects.
- Conduct analysis of data and information and perform complex data entry and calculations.
- Interpret and apply information in making decisions and providing information.
- Maintain professional integrity of sensitive and confidential information.
- Comprehend and interpret police policies and standard operating procedures, City ordinances, Oregon Revised Statutes (ORS), Oregon Administrative Rules (OAR), and federal laws.
- Establish and maintain effective working relationships with other employees, representatives of governmental and community agencies, and the public.
- Maintain fiscal responsibility when expending public funds.

Licenses, Certifications & Other Requirements

- Possession of, or ability to obtain as soon as practicable after hire, and maintain during employment, Notary Public commission.
- Required within six months of hire: NIMS IS 100, 700 and 800 certifications.