



EMPLOYMENT OPPORTUNITY

FOR

LATERAL POLICE OFFICER



THE POSITION

Under supervision, enforces city, county and state laws; performs law enforcement and crime prevention duties; patrols assigned areas and responds to calls for protection of life and property; conducts preliminary investigations of matters involving possible violations of law; investigates criminal cases; directs and controls traffic flow; issues traffic citations to violators and other duties as assigned.

SALARY: \$4,707 to \$6,008 per month

There are six salary steps for the position of police officer. An applicant may be appointed to a salary step above step 1, based on prior law enforcement experience. Additionally, the City pays the employee's standard contribution to the PERS retirement plan as well as the employee's premium for a variety of health plans offered. (See *employment benefits on the back page.*)

MINIMUM REQUIREMENTS

The qualifications for lateral police officers are **one** of the following:

1. Possession of a valid P.O.S.T. Basic, Intermediate, or Advanced certificate.
2. Graduation from a P.O.S.T. certified academy within the last three years.
3. Completion of a P.O.S.T. sponsored re-certification course. This applies when you have not worked for a California law enforcement agency within three years from the graduation date of your academy **or** within three years of the date you left the prior agency.

AGE:	Must be at least 21 years of age.
EDUCATION:	High school graduate or G.E.D. equivalent.
DRIVER LICENSE:	Must have a valid California class C driver license at the time of appointment. The applicant cannot have <u>more than</u> three <i>moving violations</i> within the last three years of the date of application; and cannot have <u>more than</u> three <i>DMV points</i> on his/her record within the last three years of the date of application. <i>Traffic accidents</i> will be examined on a case-by-case basis and may be grounds for disqualification. The applicant may not be on any <i>DMV restrictions or probation</i> .
CITIZENSHIP:	Must be a U.S. citizen or resident alien who has applied for citizenship.
CRIMINAL HISTORY:	No <i>felony</i> convictions. <i>Misdemeanor</i> convictions will be reviewed on a case-by-case basis.
VISION:	No less than 20/100 in each eye (unless soft contact lenses are worn), correctable to 20/20 with no color impairment.
FINANCIAL STABILITY:	No <i>bankruptcy</i> filings or judgments within the previous four years. No <i>charge-offs</i> or tax liens within the previous two years are permitted. <i>Late payments</i> and <i>civil judgments</i> will be reviewed on a case-by-case basis and may be grounds for disqualification.
TOBACCO USE:	Candidates must certify they have refrained from using tobacco products for at least one year preceding appointment. Tobacco use on or off the job may lead to corrective action.

SELECTION AND EXAMINATION OF APPLICANTS

Individuals meeting the qualification standards are invited to submit an application. Testing will not begin until the Department determines that a new eligibility list is needed. When testing begins, applicants will be invited to participate in a physical ability test followed by an oral interview examination. Applicants who pass the oral interview will be subject to an in-depth background investigation as well as polygraph, psychological, and medical examinations.

EMPLOYMENT BENEFITS

RETIREMENT

Public Employees Retirement System "CHP Plan" 3% at age 50, plus single highest year factor. The City pays the employee's retirement contributions.

ASSIGNMENT PAY

An additional 5% is paid for motorcycle duty and accident investigator. Field training officers earn \$50 bi-weekly.

UNIFORM / EQUIPMENT

Once hired as a police officer the City will provide the employee their initial uniforms and equipment. Thereafter, the employee will be paid \$820 per year for a uniform allowance while assigned to patrol duties.

BILINGUAL PAY

The City will pay qualified employees \$75 bi-weekly.

EDUCATIONAL INCENTIVES

Upon completion of probation, the City will pay an additional

- 3% for an approved A.A. degree
- 7.5% for an approved B.A. or B.S. degree or higher
- A total of \$1,500 per year is available for tuition reimbursement on approved courses.

For those who possess P.O.S.T. certificates & complete probation:

- 7.5% for an advance certificate & completion of 60 or more college semester units.
- \$46 bi-weekly will be paid for an *advance* with less than 60 semester units.
- \$23 bi-weekly will be paid for an *intermediate*, and the employee must take at least 3 units per year.

SICK LEAVE

3.69 hours are earned bi-weekly. Based on sick leave usage, portions of available sick leave may be converted to cash, deferred compensation, or vacation.

VACATION

- After the first year, the employee will receive 13 days.
- From years 5-10 the employee will receive 15 days.
- Thereafter, one additional day per year of service, to a maximum of 20 days per year.

HOLIDAYS

The employee is paid for 11 holidays. Patrol officers may choose to accumulate this sum, convert it to cash, deferred compensation or may be paid bi-weekly with their regular pay period.

HEALTH INSURANCE

Four plans are currently available. Depending on the plan, the City may pay the premium for the employee and one dependent.

LIFE INSURANCE

The City pays a \$20,000 term life insurance policy. There are additional life insurance options available to the employee at the employee's option and expense.

LONG-TERM DISABILITY

The City pays for the policy.

DENTAL INSURANCE

The City pays the majority of the premium for the employee only. Dependents may be added at the employee's expense.

ADDITIONAL INFORMATION

- A broad deferred compensation plan is available.
- Credit Union membership is available.
- Flexible spending accounts are offered, which allow dependent care and medical expense to be paid with pre-tax dollars.

WORKDAY HOURS

- *Patrol Officers*: Work a 3/12 plan. They work three 12.5 hour days with four days off. Once a month the employee must work and additional 10 hours to make up for the 160 hours for the four-week period.
- *Traffic Officers*: Work a 4/10 plan. They work four, 10 hour days (not including lunch) per week.
- *Investigation & Services*: Work a 4/10 plan. They work four, 10-hour days (not including lunch) per week.

NOTE

The provisions of this bulletin do not constitute an expressed or implied contract. Any provision contained in this bulletin may be modified or revoked without notice.

APPLICATIONS ARE ACCEPTED ON A CONTINUOUS BASIS:

Call the recruiting officer for information at (714) 738-3377.

Applications may be obtained through the Personnel Dept. at City Hall
303 W. Commonwealth Ave., Fullerton, CA 92832, Third Floor
JOB LINE INFO (714) 738-6729