

City of Fullerton Invites Application For

POLICE OFFICER LATERAL/ACADEMY TRAINED



\$5,375 TO \$6,860 PER MONTH PLUS BENEFITS AND RETIREMENT

APPLICATIONS ARE ACCEPTED ON A CONTINUOUS BASIS Applications available at www.cityoffullerton.com

THE POSITION

Under general supervision performs sworn police duties in the prevention of crime and the enforcement of law and order; performs police patrol, investigation, traffic regulation, special assignments and other law enforcement activities and performs related work as required.

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.

MINIMUN REQUIREMENTS

- 1. Possession of a valid P.O.S.T. Basic, Intermediate, or Advanced certificate; or
- 2. Graduation from a P.O.S.T. certified academy within the last three years; or
- 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 of age which permits graduation form an approved police officer training academy at age 21 or older.

EDUCATION: Graduation from high school and ability to enroll in an approved police officer training academy. Some college course work or public contact work or law enforcement related experience is helpful but not required.

DRIVER LICENSE: Must have a valid California class C driver license at the time of appointment and throughout employment in this position. The applicant cannot have more than three moving violations within the last three years of the date of application and cannot have more than three DMV points on his/her record within the last three years of the date of application. Traffic accidents will be examined on a case-by-case basis and may be grounds for disqualification. The applicant may not be on any DMV restrictions or probation.

CITIZENSHIP: Must be a U.S. citizen or resident alien who has applied for citizenship at time of application.

PRE-EMPLOYMENT SCREENING: Candidates must be able to successfully pass a Police Department pre-employment screening process which includes but is not limited to:

CRIMINAL HISTORY: No felony convictions. Misdemeanor convictions will be reviewed on a case-by-case basis. FINANCIAL STABILITY: No bankruptcy filings or judgments within the previous four years. No charge-offs or tax lines within the previous two years are permitted. Late payments and civil judgments will be reviewed on a case-by-base basis and may be grounds for disqualifications.

DRUG USE: Recent drug use may disqualify a candidate

PHYSICAL REQUIREMENTS Work is performed in a variety of locations to include on-site work at calls/incidents, in a patrol vehicle and in the Police Department. Work is performed indoors and outdoors. When work is performed outdoors, there is full exposure to the elements. An incumbent may perform strenuous physical activity for periods of time requiring physical strength and endurance. An incumbent drives a vehicle on City business, uses a computer, sits and stands for periods of time, walks and may run on slippery/uneven surfaces, climbs ladders and stairs, walks on ledges, jumps down from elevated places, kneels, crouches, twists, reaches, bends, crawls in confined spaces and grasps, lifts, carries, pushes, pulls and drags equipment and other items weighing up to 50 pounds on a regular basis. Incumbents may perform a number of other physical tasks to include physically restraining/subduing combative individuals, using bodily force to gain entrance through barriers, drawing and firing a handgun, shotgun or other weapon, administering first aid and in an emergency, pushing, pulling, dragging and moving suspects and/or others weighing up to 150 pounds. During the course of some tasks, an incumbent may be exposed to blood, other bodily fluids/products, communicable diseases, extreme noise, grease/oil, a variety of fumes, solvents and chemicals, electrical hazards, vehicular traffic and smoke. With or without accommodation, incumbents must be able to meet the physical requirements of the class and have mobility, vision, hearing, sense of smell and dexterity levels appropriate to the duties to be performed.

VISION: No less than 20/100 in each eye (unless soft contact lenses are worn) and correctable to 20/20 with no color impairment.

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 examination.

EMPLOYMENT BENEFITS

RETIREMENT

Participation in California Public Employees Retirement System (CalPERS). Benefits will be determined based on the employee's CalPERS status at time of appointment.

ASSIGNMENT PAY

An additional 5% is paid for motorcycle duty, Accident Investigator or Field Training Officer.

BILINGUAL PAY

The City will pay qualified employees 3% of base pay.

EDUCATIONAL INCENTIVES

Upon completion of probation, the City will pay an additional:

- 3% for an approved A.A. or A.S. degree
- 7.5% of an approved B.A. or B.S. degree or higher
- A total of \$2,500 per year is available for tuition reimbursement on approved courses.

For those who posses 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 certificate with less than 60 semester units.
- \$23 bi-weekly will be paid for an intermediate certificate with less than 60 semester units.

HEALTH AND DENTAL INSURANCE

Personalized benefits alternatives, including a choice of health insurance coverage with Blue Cross (HMO or PPO) or Kaiser and dental insurance. Employees may choose to forego the City's medical benefit and receive a cash payment in lieu thereof.

VACATION

- After the first year, the employee will receive 104 hours annually.
- From years 5-10 the employee will receive 120 hours annually.
- Thereafter, eight additional hours per year of service, to a maximum of 160 hours 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.

HOLIDAYS

Employees receive 11 paid holidays equivalent to 88 hours. Eligible employees may choose to accrue holiday hours biweekly and convert available hours to cash or deferred compensation at the end of the payroll year.

LIFE INSURANCE

The City pays a \$20,000 term life insurance policy.

ADDITONAL 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 pretax dollars.

NOTE

All employment offers are conditional based upon the successful completion of a medical examination including a drug screen performed by the City's designated physician, at City expense. Medical exams are administered to assess an individual's ability to perform the physical requirements of this position.

All appointees to this position will serve a one-year probationary period.

The Immigration Reform and Control Act of 1986 requires that you must be a U.S. citizen or an alien lawfully authorized to work in the United States to be eligible for hire. All new hires will be required to provide documentation to verify their status.

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.

The City of Fullerton is an Equal Opportunity Employer. Women, minorities and handicapped are encouraged to apply.

Visit www.cityoffullerton for a complete job description.

Recruiting officer 714-738-3377 JOB LINE INFO 714-738-6775

POSTED 02.07.13



Applicants with a qualified disability who require special assistance to participate in the application and/or testing process must notify the Human Resources Department, at least 48 hours in advance, of any necessary accommodations.