



The City of Kingsburg Police Department Invites Qualified Applicants for the Position of **Police Officer (Lateral)** **Police Officer (Recruit)**

**Applications Due:
November 2, 2018
by 4pm**

City Mission Statement: Our Mission is to provide quality, professional services and a safe family-oriented community for our diverse residents to thrive.

Police Department Mission Statement: The Kingsburg Police Department exists to prevent, reduce, and solve crime while working with the community to enhance public safety and improve the quality of life.

**Kingsburg Police Department
1300 California Street
Kingsburg, CA 93631
Neil G. Dadian
Chief of Police**

Phone: 559-897-4418

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<http://cityofkingsburg-ca.gov/163/Police-Department>



The City of Kingsburg

The City of Kingsburg, a Charter City, is nestled in the center of the San Joaquin Valley, halfway between Los Angeles and Sacramento. The population of Kingsburg as of January 1, 2018 was 12,392

THE IDEAL CANDIDATE

Minimum Qualifications:

- Possession of appropriate current California Class C vehicle operator's license issued by the State Department of Motor Vehicles.
- High school graduate or GED equivalent.
- Possession of a P.O.S.T. Academy Certificate prior to appointment.

Skills and Ability To:

- Exercise restraint and good judgment in a variety of emergency situations.
- Analyze situations accurately and adopt an effective course of action.
- Exercise good judgment in personal encounters and relationships with the general public.
- Patrols assigned areas for the protection of life and property.
- Applies proper techniques of arrest, search, and seizure in the apprehension of suspects.
- Monitors crime scenes to ensure the identification, preservation, and collection of evidence
- Interviews witnesses of crimes to ascertain the facts, and interrogates suspects involved in or suspected to be involved in criminal activities.
- Must be proficient in the use of firearms and other defensive weapons.
- Follow oral and written instructions.
- Complete accurate reports.
- Use unconventional approaches, such as surveillance and undercover patrol to apprehend criminals.
- Police officers will work rotating shifts on a 24-hour basis, seven days a week. May work 8, 9, 10, or 12 hours shifts as needed.
- Determines and keeps informed of the operations and whereabouts of known criminals, suspects, their associates, hangouts, modus operandi, and other pertinent information.
- Develops and maintains good relations with the general public, and exchanges crime related and general information with other law enforcement agencies.
- Testifies in court based upon evidence uncovered during the course of investigations.
- Works well in a team environment.
- Complete thorough and detailed investigations.
- Conduct thorough, complete and accurate reports using proper grammar, spelling, and sentence structure.

COMPENSATION/BENEFITS

Compensation: \$4,476.00-\$5,440.00 per month

Salary: Entry level employees are normally hired at the minimum of the salary range. Experienced employees may be hired at a higher salary range depending upon qualifications. The City has a 5 step salary range with 5% increments between steps. Upon successful completion of six months of employment, an employee at the "A" step shall be eligible for consideration for a step increase to "B" step. Eligibility for consideration "D" and "E" steps requires one (1) year minimum service at each of the lower steps.

Incentive Pay:

Language skills:

2.5% Bilingual pay

Education/POST Certificates:

2.5% POST Intermediate Certificate

2.5% Advanced Certificate/Associates Degree

5% Bachelor's Degree

Retirement: The City of Kingsburg is a member of the California Public Employees Retirement System. The employees are responsible to pay 100% of the employee's contribution required to participate in CalPERS. Pursuant to Public Employees' Pension Reform Act of 2013, safety employees considered new employees without reciprocity effective January 1, 2013 are covered under the 2.7% at 57 plan and contribute 11.5% of reportable income. Employees considered "classic" employees receive 3% at 55 and contribute 11.0% of reportable income.

Insurance: Regular full-time employees are eligible for family health insurance coverage which includes medical, dental, vision care and a \$15,000 life insurance policy. The employee's premium of \$33.60/ pay period for employee or \$79.70 for employee + dependents is automatically payroll deducted, pre-tax, on a bi-weekly basis. Monthly cash incentives are available to those who opt out of medical insurance for themselves and/or dependents. A supplemental life insurance policy for employees and dependents may be purchased through payroll deductions.

Holidays: Sworn employees receive 13 paid holidays per year.

Vacation: Regular full-time employees accrue 12 days vacation per year for years 1-5. Years 6-12 accrue an additional 1 day per year. From years 13-20 an employee accrues 20 days per year. At year 20, an employee accrues 25 days per year.

Sick Leave: Regular full-time employees accrue 15 sick days per year.

Long Term Disability: Regular full-time employees are eligible for disability insurance, at their own expense, in the event they are disabled.

Other Benefits: Employees may elect to participate in a deferred compensation program and Employee Assistance Program. The deferred compensation program enables employees to set aside part of their earnings for retirement, pre-tax. We provide Advanced Officer Training that exceeds all current P.O.S.T. standards.

SELECTION PROCESS

Application: Lateral recruitment applicants must submit their completed Application, Release Authorization form, and a thorough resume.

Entry level recruitment applicants must submit their completed Application, Release Authorization form, a copy of the academy completion certificate or proof they are currently enrolled in a basic academy, and a copy of their PELLETB score of 50 or higher.

Review of Applications: Applications will be reviewed and the applicants who merit the minimum qualifications will be invited to participate in the interview process.

Interview Process: Qualified candidates will be invited to an interview. Those candidates who are successful in the interview will be placed on an eligibility list.

Exam Accommodations: If you are qualified for the job but need reasonable accommodations to take any required exams, we encourage you to request reasonable accommodations prior to the exam by calling the Personnel Department at (559) 897-5821.

Hiring Process: Candidates selected for hiring consideration will be required to submit to a Live Scan and a background check. Upon successful completion of the Live Scan and background check, candidates will be made a conditional job offer. The job offer will be conditional on successfully completing a psychological examination and a medical examination.

Appointment: Upon completion of all medical and psychological examinations an official offer of employment will be made. Included in the offer will be salary and benefits for the position being filled.

Probationary Period: Employees appointed to City positions serve a one (1) year probationary period. Persons hired or promoted into the classification of Firefighter/Paramedic or in the Police Department shall serve an eighteen (18) month probationary period. An employee may be terminated without recourse for any reason and at any time during the probationary period as long as the reason is not illegal.