

COMPENSATION/BENEFITS

- **Compensation:** \$4,260.00-\$5,178.00 per month
- **Salary:** Candidates are normally hired at the minimum of the salary range. Salary increases are given when the employee's work performance has been satisfactory as determined by a regularly scheduled performance evaluation. A salary increase may be granted after six months. The City has a 5 step salary range with 5% increments between steps. A 2.5% increase is given for bilingual skills.
- **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 9.0% 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 \$60/pay period 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 dependants may be purchased through payroll deductions.
- **Holidays:** Regular full-time employees receive 13 ½ paid holidays and 1 paid birthday 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, Employee Assistance Program and Education 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:** Prospective employees must submit an application to the Kingsburg Police Department and other documents required as outlined in the announcement by the closing time specified on the final filing date. Separate original applications must be submitted for each recruitment/position applied for.
- **Review of Applications:** Applications will be reviewed and the applicants who clearly appear to be more qualified in terms of knowledge, education, skills and abilities will be invited to participate in the interview process.
- **Interview Process:** Once contacted for an initial interview, a specific date and time will be assigned for your interview. A list of questions will be asked by an interview panel that will be pertinent to the job applied for. Multiple interviews and a polygraph may be conducted. Written exams will be given and psychological testing as required by P.O.S.T.
- **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.
- **Selection Process:** The vacancy is filled by the candidate who has best displayed the proper knowledge, education, skills and abilities during the interview process.
- **Post Offer Medical Examination:** All prospective employees are required to pass a minimum of a medical examination and take a drug/alcohol screening and TB test administered by the City's medical provider. Some positions in the city will require more testing, depending on the position, including, but not limited to fingerprinting, a Department of Justice criminal screening, background investigation, and / or reference check. Candidates are cautioned not to quit or give notice to present employers until the medical examination has been completed and passed.
- **Appointment:** Upon completion of all medical 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.



The City of Kingsburg Invites Qualified Applicants for the Position of **Police Officer**

Applications Due:
June 3, 2016 by 4PM

Applications are located online at <http://cityofkingsburg-ca.gov/163/Police-Department>. Deliver or mail Kingsburg Police Department applications to:
Kingsburg Police Department,
1300 California Kingsburg, CA 93631.
Regular City applications will not be accepted.

Applications without appropriate certificates will be rejected. If you have a resume, please submit it with your application. Applications must be accompanied by either a POST T-Score letter dated within 18 months of application deadline or a POST Basic Certificate. The City is an Equal Opportunity Employer.

THE JOB AND THE CHALLENGE

Under general supervision of the Police Sergeant or Field Training Officer, a Police Officer shall preserve the public peace, protect life and property, prevent crime, enforce all laws, and may make forceful arrest of violators of the law, as well as carry out additional assigned tasks.

Job Duties:

- Patrols City in a marked or unmarked patrol vehicle, motorcycle, bicycle, or on foot; answers calls for service in the protection of life and property, enforces State and Federal laws and City ordinances; investigates suspicious persons and circumstances, participates in community policing and collaborative problem solving efforts.
- Conducts criminal and civil investigations including disturbances, robberies, prowlers, burglaries, narcotics offenses, vehicle collisions, murders, suicides and other deaths, interviews victims and witnesses, interrogates suspects, investigates other illegal or unusual occurrences, and arrests criminal violators.
- Performs crime scene investigation including collecting physical evidence such as latent prints, shoe tracks, body fluids and other physical evidence, takes photographs, and properly documents in police reports.
- Prepares complete and accurate police and other reports, appears in court to present evidence, and testifies in State and Federal court.
- Keeps custody of prisoners in the field and police holding facility, and transports prisoners to county jail and other locations.
- Directs traffic, including regulation of vehicle flow at fires, parades, and other emergency or congested situations.
- Stops drivers operating vehicles in violation of laws; issues warning or citations as necessary and makes arrests as required; issues parking citations; may operate radar equipment to detect traffic violators.
- Assumes responsibility for police vehicles and all City equipment.
- Engages the community and maintains contact with citizens pertaining to potential law enforcement problems and provides information to the public.
- Other duties as assigned.

THE CITY OF KINGSBURG

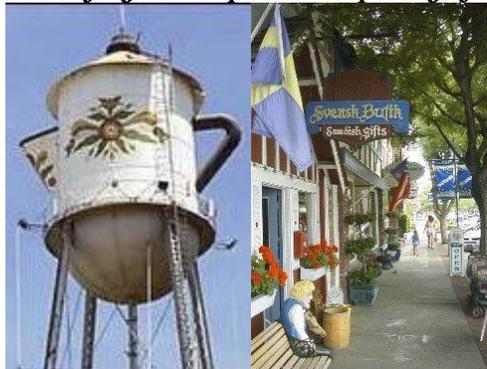
The City of Kingsburg, a Charter City, is nestled in the center of the San Joaquin Valley, halfway between Los Angeles and Sacramento. The population of Kingsburg as of January 1, 2016 was 12,101.



City Hall

City Mission Statement: To provide for the public welfare, health, and safety; preserve the tradition, opportunity, charm, and the heritage of the City, and promote the highest standards and values.

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.



The provisions of this announcement do not constitute an express or implied contract, and any provisions contained in the announcement may be modified or revoked without notice. All statements made on applications are subject to investigation and verification. False statements will be cause for disqualification from the hiring process or discharge from employment.

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:

- Must have a thorough knowledge of laws and ordinances of the State, County, and City.
- 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.
- Learn laws of arrest and pertinent local, state and other laws.
- Use firearms.
- Observe and remember names, faces, numbers, incidents, and places, and to judge situations and persons accurately.
- Learn standard broadcasting procedures of a police radio net.
- Follow oral and written instructions.
- Complete accurate reports.
- Write correctly and legibly.
- Work cooperatively with others.
- Identify and deal with public hazards to reduce City liability (i.e., obstructed traffic signs, cracks in sidewalk, etc.).
- Trains subordinate officers in the practical application of police policies and procedures.
- Use unconventional approaches, such as surveillance and undercover patrol to apprehend criminals.
- Positions in this class may work rotating shifts on a twenty-four (24) hour basis, seven (7) days a week. May work 8, 9, 10, or 12 hours shifts as needed.