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## The City of Kingsburg Police Department Invites Experienced and Qualified Applicants for the Position of



**Police Officer (Lateral)  
Limited Lateral Recruitment**

*Applications Due:  
Friday March 4, 2017 by 4PM*

**Compensation: \$4,323 - \$5,255 per month**

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### 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 city is fiscally sound and well managed. The Police Department enjoys a high level of support by the City Council and the citizens. The population of Kingsburg as of January 1, 2017 was 12,101. With a warm downtown and small town atmosphere, you'll always feel Välkommen!



### THE JOB AND THE CHALLENGE

Under general supervision of the Police Sergeant or Officer-in-Charge, a Police Officer shall enforce laws and arrest violators, preserve the public peace, protect life and property, prevent crime, collect and preserve evidence, write clear and concise reports, testify in court, as well as carry out additional assigned tasks.



### 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. Those qualified candidates will be invited to an interview.



## MINIMUM QUALIFICATIONS

21 years of age.

Possession of current California Class C vehicle operator's license.

High school graduate or GED equivalent.

Possession of a California P.O.S.T. Basic Certificate.

**Twenty-four (24) months of full-time, paid professional law enforcement experience as a patrol (or equivalent) first responder, completed within the last five (5) years, and experience must have been gained after the successful completion of a Field/Patrol Training Officer Program. Applicant will need to provide proof of successfully completing an FTO/PTO program upon request.**

## COMPENSATION/BENEFITS

**Compensation:** \$4,323 - \$5,255 per month

Note: The above salary range reflects a 2.5% increase that was effective January 1, 2017. Another 2.5% salary increase has been negotiated beginning January 1, 2018.

**Salary:** Lateral entry candidates are normally hired at the mid-range of the salary scale, depending on experience. 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 one year. The City has a 5 step salary range with 5% increments between steps.

### **Pay Incentives:**

2.5% POST Intermediate Certificate

2.5% POST Advanced Certificate or

2.5% Associate's Degree

5% Bachelor's Degree

(No more than 10% in any combination of the above. Employees are eligible for pay incentives after successfully completing their 18-month probationary period.)

2.5% Bilingual Skills pay.

**Court Stand-By/Appearance Pay:** Police officers receive one-half (½) of their overtime rate for all court stand-by time and a minimum of two (2) hours of overtime pay for a court appearance.

**Take Home Vehicle:** A take home vehicle is provided to all police officers.

**12-Hour Work Schedule:** Police officers assigned to patrol generally work a 12-hour schedule/80 hour pay period.

**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% of reportable income.

## COMPENSATION/BENEFITS CONTINUED

**Insurance:** 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 12% per 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 dependents may be purchased through payroll deductions

**Holidays:** Police officers receive 13 paid holidays per year, 12 scheduled and 1 floating.

**Vacation:** 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:** Full-time employees accrue 15 sick days per year.

### **Other Benefits:**

Deferred Compensation Program.

Employee Assistance Program.

Kingsburg police officers receive In-Service and Advanced Officer Training that exceeds P.O.S.T. standards.

Applications are located online at <http://cityofkingsburg-ca.gov/163/Police-Department>. A copy of your CDL and Basic POST certificate must be emailed along with the application. If you submit a resume it must accompany the application as well. Email applications and supporting documents to [marnie.jones@fcle.org](mailto:marnie.jones@fcle.org)

Regular City applications will not be accepted. The City is an Equal Opportunity Employer.

### VALUES

**Courage** – To do the right thing

**Professionalism** – Serving as the standard

**Trust** – What we value the most from our community

**Integrity** – Steadfast adherence to a strong ethical code of conduct

**Dedication** – To the safety and security of our community

**Respect** – For the dignity and the rights of all

**Honor** – Our most sacred asset

### MISSION

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.

### VISION

The Kingsburg Police Department is committed to working in partnership with our community to enhance public safety, utilizing modern techniques and resources to reduce crime and the fear of crime, while preserving the tradition, opportunity, charm, and heritage of our city.