City of Fullerton Invites Application For

POLICE OFFICER TRAINEE

$5,375 TO $5,926 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 a variety of non-sworn law enforcement duties, attends a formalized education program in preparation for employment as a Police Officer and performs related work as required. Police Officer Trainee is a full time, non-sworn, temporary classification intended to prepare individuals to become sworn police officers. Upon successful completion of a Police Academy approved by the Fullerton Police Department, a Police Officer Trainee shall be appointed to Police Officer.

ESSENTIAL DUTIES AND RESPONSIBLITIES

Participates in rigorous 26-week, high stress, physical demanding police academy; may observe and/or perform a variety of support tasks within the Police Department divisions or units assigned, to include the Records Bureau, Community Services, Uniform Division, Services Division and/or the Detective Division; drives a vehicle on City business.

MINIMUM REQUIREMENTS

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: Police Academy activities and Police Department support tasks are performed indoors in a classroom or office setting and outdoors with full exposure to the elements. An incumbent may perform strenuous physical activity for periods of time requiring physical strength and endurance. Incumbents drive a vehicle on City business, sit and stand for periods of time, walk and run on slippery/uneven surfaces, crawl in confined spaces, climb ladders and stairs, kneel, crouch, twist, reach, bend, crawl and grasp, lift, carry, push, pull and drag equipment and other items weighing up to 50 pounds. An incumbent must be physically able to restrain/subdue combative individuals, use bodily force to gain entrance through barriers, draw and fire a handgun, administer first aid and perform a number of other physical tasks. In order to graduate from a police academy, an incumbent must be able to successfully complete other physical tests/tasks to include dragging a 165 pound dummy 45 feet, pushing a patrol car, climbing ladders, scaffolds, a 6 foot wall and like obstacles, jumping over 3 foot high sawhorses and wooden barricades, jumping down from elevated places, walking a balance beam, climbing into and out of windows, and performing a 50 yard sprint, 10 pushups and a 440 yard run in the required time frame. With or without accommodations, 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 – Police Officer Trainee:

Participation in California Public Employees Retirement System (CalPERS) – Miscellaneous. Benefits will be determined based on the employee's CalPERS status at time of appointment. Police Officer Trainee is a Miscellaneous position

RETIREMENT – Police Officer

Participation in California Public Employees Retirement System (CalPERS) - Safety. 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.

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 bi-weekly and convert available hours to cash or deferred compensation at the end of the payroll year.

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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.

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 pre-tax 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

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.