The City of MADERA

JOIN OUR TEAM!

Are you…

- Interested in a career in law enforcement?

- Wanting to engage the community you work in through outreach and community oriented policing?

- A person who wants to make a difference in the City of Madera?

NOW RECRUITING FOR:

Police Officer I/II

Applications Accepted Continuously

PRIMARY RESPONSIBILITIES

Police Officers are responsible for assigned law enforcement duties and responsibilities; perform tasks and duties related to the protection of public health, safety and welfare; and the enforcement of applicable federal, state and local laws; provide traffic enforcement and control; carry out special assignments in a particular phase of police work; and perform other related duties as required.

QUALIFICATIONS

Police Officer I - Entry level academy graduate

<u>Experience</u>/<u>Education:</u> A High School diploma or equivalent, and graduation from a California POST Basic Police Academy.

<u>Licenses/Certificates:</u> Valid CA Driver's License.

Police Officer II - Lateral Transfer

<u>Experience</u>/<u>Education:</u> A High School diploma or equivalent and at least 2 years experience as a sworn public safety officer.

<u>Licenses/Certificates:</u> Valid CA Driver's License and Basic POST Certificate.

EXAMINATION PROCESS

Recruitment is on a continuous basis with testing scheduled by appointment. Applications will be reviewed for minimum qualifications. Those persons who meet the necessary criteria will be called for an oral interview, which is weighted at 100%. Candidates who earn at least 70% on the interview will be recommended to the Civil Service Commission for inclusion on the employment eligibility list. Persons selected for further consideration will be required to successfully pass a polygraph examination, background investigation and chief's interview before being offered a conditional appointment. The offer is conditioned on successful completion of a thorough psychological assessment and medical evaluation (including a drug screen). Applicants must pass <u>all elements</u> to be considered for hire. The City Manager will make the final selection and appointment based on recommendation for hire by the Police Chief.

Applicants who require special examination accommodations due to a disability should contact the Human Resources Department five (5) business days prior to any scheduled examination at (559) 661-5401.

Applicants may be eligible for Veteran's Preference Points (5 points) and should attach a DD214 to their employment application for consideration of this preference.

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learn more @ madera.gov/apply

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COMPENSATION & BENEFITS

SALARY

Compensation and benefits for the Police Officer I and Police Officer II positions are defined in the Memorandum of Understanding between the City of Madera and Madera Police Officers' Association as well as the City's Personnel Rules. The City's payroll is on a bi-weekly schedule, with 26 paychecks per year. The bi-weekly steps within the salary range for Police Officer are shown below.

	Police Officer I	Police Officer II
Step A	$2,048.20	$2,153.08
Step B	$2,150.58	$2,260.46
Step C	$2,257.96	$2,373.83
Step D	$2,370.84	$2,492.20
Step E	$2,489.70	$2,617.06
Step F	$2,614.06	$2,747.91

LIFE INSURANCE

The City provides a $25,000 life and accidental death and dismemberment policy along with $5,000 dependent life. The employee may purchase additional supplemental life insurance for him/herself, spouse and/or dependents.

LONG TERM DISABILITY

This city paid benefit provides up to 2/3-income protection.

BILINGUAL INCENTIVE

English/Spanish or ASL for qualifying individuals and positions after passing annual bilingual test.

DEFERRED COMPENSATION

The employee may elect to contribute to a 457 Deferred Compensation program. Contributions decrease taxable income and interest is not taxed.

EDUCATION INCENTIVE

- 60 College Units 2.5%
- B.S./ B.A. Degree 5.0%
- POST Incentives: Intermediate 2.5%, Advanced 2.5%
- Detective/ FTO Incentive 5.0%

EDUCATION REIMBURSEMENT

Up to $2400/fiscal year for college coursework with prior approval from your Department Head.

RETIREMENT

The City participates in the CalPERS defined benefit retirement system. Retirement formulas and contributions are as follows. The terms "Classic Member" and "New Member" are as defined by CalPERS.

Classic Members employed with the City prior to 04/21/2012
- 3% at 50 formula, single highest year final compensation
- Employee Contribution paid by the employee pre-tax: 4%

Tier 1 Members employed with the City on or after 04/21/2012
- 3% at 55 formula, average three year final compensation
- Employee Contribution paid by the employee pre-tax: 3%

New Members employed with the City on or after 1/1/2013
- 2.7% at 57 formula, average three year final compensation
- Employee Contribution paid by the employee pre-tax: 13%

HEALTH INSURANCE

The City provides monthly benefit dollars for employees to put towards medical, dental, and vision coverage for the employee and family. This coverage includes an Employee Assistance Plan.

SAFETY EQUIPMENT

All safety equipment is provided by the City including initial soft body armor.

UNIFORM ALLOWANCE

Uniform allowance of $39.11 per pay period/$1,016.86 year.

GENERAL INFORMATION

Applications may be obtained from the City's website www.madera.gov or by calling the City's Human Resources Department at (559) 661-5401. Original applications must be submitted to the City's Human Resources Department. Facsimiled or digitally signed applications will not be accepted.

The City of Madera is an equal opportunity employer. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, medical condition (cancer-related) or the conditions Acquired Immune Deficiency Syndrome (AIDS) or AIDS Related Conditions (ARC).

The City of Madera is an equal opportunity, drug free, and affirmative action employer.