

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

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

**Licenses/Certificates:** Valid CA Driver's License.

### Police Officer II - Lateral Transfer

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

**Licenses/Certificates:** 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 all elements 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.

# learn more



# madera.gov/apply



# COMPENSATION & BENEFITS



## 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 City offers two 457 plans; employees may participate at their discretion.

## EDUCATION INCENTIVE

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

## EDUCATION REIMBURSEMENT

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



## SALARY

Compensation and benefits for the Police Officer I and Police Officer II positions are defined in the Memorandum of Understanding between the City and the 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 I and Police Officer II are shown below.

	POLICE OFFICER I	POLICE OFFICER II
Step A	\$2,217.04	\$2,330.56
Step B	\$2,327.86	\$2,446.80
Step C	\$2,444.09	\$2,569.51
Step D	\$2,566.27	\$2,697.64
Step E	\$2,694.94	\$2,832.79
Step F	\$2,829.55	\$2,974.43

## ADDITIONAL COMPENSATION

- 2% COLA January 2024, July 2024, January 2025
- \$1,500 Lump Sum July 2024

## 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 4/21/2012

- 2.5% at 55 formula, single highest year final compensation
- Employee Contribution paid by the employee pre-tax: 3.375%

### Tier 1 Members employed with the City on or after 4/21/2012

- 2% at 60 formula, average three year final compensation
- Employee Contribution paid by the employee pre-tax: 2.375%

### New Members employed with the City on or after 1/1/2013

- 2% at 62 formula, average three year final compensation
- Employee Contribution paid by the employee pre-tax: 7.75%

## HEALTH INSURANCE

The City contributes a monthly amount for the employee to use to purchase health, dental and vision coverage. For medical coverage, the City contracts with Anthem and Kaiser. Dental insurance is through Delta Dental and vision coverage is through Superior. The City's contribution covers 100% of the health, dental, and vision premium for the employee and family on both the Anthem and Kaiser Core Plans.

## 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 per year.

## GENERAL INFORMATION

Applications may be obtained from the City's website [www.madera.gov/](http://www.madera.gov/) apply or by calling the City's Human Resources Department at (559) 661-5400, option 8 or by email at [hrinfo@madera.gov](mailto:hrinfo@madera.gov). Applications must be submitted to the City's Human Resources Department prior to the application deadline. Appointment will be contingent upon an extensive background check, pre-employment physical and drug screen. The City of Madera is an equal opportunity, drug free, and affirmative action employer.