

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 Trainee

Applications Accepted Continuously
Contact Sgt. Bushey at (559) 675-4287
for any questions

PRIMARY RESPONSIBILITIES

The **Police Officer Trainee** is a trainee class responsible for attending a basic academy course of study necessary to gain Peace Officer Standards and Training (POST) approved peace officer status. This position is not intended as a permanent appointment, and those not appointed the class of Police Officer after successful completion of the law enforcement academy are rejected during probation. Appointment to sworn police officer will be based on overall academy performance and graduation. Academy expenses (fees, materials and equipment) of candidates hired while attending the academy will become the responsibility of the City from the date of employment.

QUALIFICATIONS

Experience/Education: A High School diploma or its equivalent as determined by the Commission of Peace Officer Standards and Training. Must be available and eligible to attend a POST-compliant Police Academy. If hired, academy expenses will be paid by the City.

Licenses/Certificates: Valid CA Driver's License

EXAMINATION PROCESS

Recruitment is on a continuous basis with testing scheduled by appointment. Applications will be reviewed for minimum qualifications. The examination process may consist of the following parts: Application Package Review (Qualifying only): Only the most qualified applicants, based upon the information provided on the application may be invited to participate in the assessment process. Physical Agility Test: Pass/Fail Oral Interview: 100% weight value. Candidates who earn at least 70% on the oral 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) - please submit DD214 with application for consideration.

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 a paid/vested contribution of 4.2% of base pay to one of two 457 plans offered to the employee. In addition, the employee may also contribute, though not required.

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 Trainee 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 Trainee are shown below.

	Current	Eff. 12/30/23	Eff. 6/15/24	Eff. 12/28/24
Step A	\$1,908.89	\$1,947.07	\$1,986.01	\$2,025.73
Step B	\$2,004.58	\$2,044.67	\$2,085.56	\$2,127.27
Step C	\$2,104.59	\$2,146.68	\$2,189.62	\$2,233.41
Step D	\$2,210.01	\$2,254.21	\$2,299.29	\$2,345.28
Step E	\$2,320.29	\$2,366.70	\$2,414.03	\$2,462.31
Step F	\$2,436.52	\$2,485.26	\$2,534.96	\$2,585.66

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.

UNIFORM ALLOWANCE

Uniform allowance of \$26.04 per pay period/\$677.04 year.

EMPLOYEE ASSISTANCE PROGRAM

The City of Madera offers an employee assistance program or employees and dependents that provides counseling and other services for dealing with life's challenges at no cost to the employee.

GENERAL INFORMATION

Applications may be obtained from the City's website 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. 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.