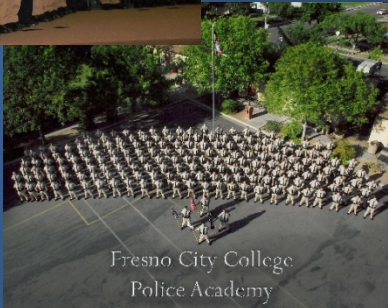


*The City of Madera is offering a unique opportunity to train for a career in law enforcement. Successful candidates will be enrolled as paid Police Officer Trainees at the State Center Regional Training Facility at Fresno City College. Upon graduation from the academy the recruit will move into the Field Training Program as a sworn police officer for the City of Madera.*



Fresno City College  
Police Academy

### **Madera Police Department**

330 South C Street  
Madera, California 93638  
559-675-4200

### **City of Madera**

205 West Fourth Street  
Madera, California 93637  
559-661-5401  
[www.cityofmadera.com](http://www.cityofmadera.com)

# Career Opportunity

Greater Madera Area  
Residents

Salary: \$3,637/mo

## Police Officer Trainee

**Filing Deadline:**

**February 15, 2017 @ 3:00 pm**



## **THE POSITION**

The **Police Officer** is responsible for assigned law enforcement duties and responsibilities, performs tasks and duties related to the protection of public health, safety and welfare, and the enforcement of applicable federal, state and local laws; provides traffic enforcement and control; carries out special assignments in a particular phase of police work; performs other related duties as required.

**EXAMPLE OF DUTIES** (include but are not limited to the following)

**Essential duties** of this position involves restraining and subduing individuals; physical performance in the form of lifting, dragging, carrying heavy objects, running, and climbing over obstacles; weapons handling; arrest and detention of persons; administering first aid to the injured; surveillance tasks; decision making; review and recall of information; chemical, drug, and alcohol testing; fingerprinting; inspecting and searching property and persons; operation of patrol vehicle; traffic control; oral communication; mediating disputes; using radio and telephone; written communication and diagramming; and reading.

Upon appointment the officers undergo a departmental field-training program acquainting them with our practices, procedures, and policies. Upon successful completion of the training program the officers will perform general police work. All sworn officers have a twelve-month probationary period. Those persons hired while attending an academy will be as a **Police Officer Trainee** (non-sworn) with a salary of **\$3,637/mo.** 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.

**MINIMUM QUALIFICATIONS:** (The following are minimal qualifications necessary for entry into the classification)

Any combination of education and experience that has provided the knowledge, skills and abilities necessary for a **Police Officer** may be considered qualifying. A typical way of obtaining the required qualifications is to possess a high school diploma or equivalent. Successful completion of some college course work in criminology, police sciences or a related field is desirable.

**License/Certificate:** Possession of, or ability to obtain, a valid Class C California driver's license, and acceptance into an approved Police Academy.

Applicants must be 18 years of age at time of appointment, have no felony convictions and must be physically capable

of performing all tasks required of a Madera Police Officer. Additionally, applicants must be a United States citizen or show proof of applying for citizenship at least one year prior to application. They must complete citizenship within three years of application for employment.

## **APPLICATION AND SELECTION PROCESS**

Applications may be obtained from and submitted to Madera Human Resource Department, 205 W. Fourth St., Madera, CA 93637, (559) 661-5401, or visit our website at [www.cityofmadera.ca.gov](http://www.cityofmadera.ca.gov). In order to insure proper evaluation of your minimum employment qualifications the application must be filled out completely.

You may be eligible for Veterans Preference Points (5 points) dependent upon your qualifying service duty. To be considered for Veterans points you must request, in writing, at the time of application and providing necessary documentation, i.e. DD214.

Applications will be reviewed for minimum qualifications. Those applicants who meet the necessary criteria, including passing a physical agility test and writing skills assessment, will be called for an oral interview, which is weighted at 100%. Candidates who earn at least 70% on the interview will be placed on the employment eligibility list. Persons selected for further consideration will be offered a conditional appointment pending successful completion of a thorough background investigation, psychological assessment, polygraph examination, and medical evaluation (including a drug screen). Applicants must pass all elements to be hired. Appointment of the Police Officer Trainee to the position of Police Officer I, and continued employment with the City, is contingent on successful completion of the Academy and demonstrated satisfactory work performance. The City Administrator, upon recommendation of the Police Chief, will make the final selection and appointment.

## **BENEFITS**

The City of Madera maintains a competitive and extensive employee benefit package that includes the following.

**HEALTH INSURANCE:** The City provides monthly benefit dollars for employees to put towards medical, dental and vision coverage for the employee and family. The City's contribution currently covers 100% of the premiums for employees and their dependents. This coverage includes an Employee Assistance Plan.

**LIFE INSURANCE:** City paid benefit provides a \$25,000 life insurance policy and a \$5,000 dependent life policy.

**DEFERRED COMPENSATION:** While serving as a non-sworn trainee, the City contributes 4.2% of the employee's base salary to a 457 Deferred Compensation Plan. Both sworn

and non-sworn employees may elect to contribute to the 457 Deferred Compensation program. Contributions are made on a pre-tax basis.

**MEDICARE:** 1.45% paid by the City matched by an employee contribution of 1.45%.

**RETIREMENT:** Employees are members of the California Public Employees Retirement System (CalPERS). Non-sworn classic employees are eligible for the 2%@60 formula while employees with no prior CalPERS membership or more than a 6 month break in service are eligible for the PEPRA formula of 2%@62. Sworn classic employees are eligible for the 3%@50 formula while employees with no prior membership or more than a 6 month break in service are eligible for the PEPRA formula of 2.7%@57. **The City does not participate in Social Security.**

**LONG TERM DISABILITY:** This City paid benefit provides up to 66 2/3 % income protection.

## **INCENTIVE PAY:**

Bilingual English/Spanish or ASL (Tiered based on qualifications) \$150/200/250 per month

Experience/Education:

POST Intermediate Certificate	2.5%
POST Advanced Certificate	2.5%
60 Approved College units	2.5%
B.A./B.S. degree	5.0%

Detective/FTO Incentive 5.0%

**TUITION REIMBURSEMENT:** Tuition reimbursement \$100.00 per unit, up to \$1,800.00 per fiscal year, including books.

**SAFETY EQUIPMENT:** All safety equipment is provided by the City including initial soft body armor.

**UNIFORM ALLOWANCE:** Non-sworn uniform allowance of \$26.04 per pay period/\$677.04 per year. Sworn uniform allowance of \$39.11 per pay period/\$1,016.86 year.

**Other benefits are defined in the MPOA MOU which can be found on the website – [www.cityofmadera.ca.gov](http://www.cityofmadera.ca.gov)**

## **AFFIRMATIVE ACTION / EQUAL OPPORTUNITY / DRUG FREE EMPLOYER**

The provisions of this announcement do not constitute an expressed or implied contract or an offer of employment, and any provisions contained herein may be modified or revised.