

The City of
MADERA



JOIN OUR TEAM!

Are you...

- Interested in a leadership position?
- Ready for the next step in your career?
- A team player?

NOW RECRUITING FOR:

Police Sergeant

SALARY

\$72,913.11-\$93,053.49 Annual
Internal Promotional Only

PRIMARY RESPONSIBILITIES

Under direction, the **Police Sergeant** coordinates and supervises the activities and operations of a patrol watch or program unit of the Police Department including implementation of departmental policies and procedures; coordinates activities with other divisions, units, watches, City departments, outside agencies and organizations; performs more difficult and responsible law enforcement and crime prevention supervision and planning; supervises personnel; performs other related duties as required. The job description can be found on the City's website at www.madera.gov.

QUALIFICATIONS

Experience/Education: At least five years of increasingly responsible law enforcement experience. A high school diploma or equivalent. A Bachelor's degree in criminology, police sciences or a related field is desirable.

Licenses: Valid California Drivers License is required. A POST Intermediate Certificate is desirable.

EXAMINATION PROCESS

Applications must be received no later than **3pm Friday, June 4 2021**. Only those applicants who meet the qualification standards of this position on or before the posted final filing date will be allowed to participate in the examination process. Examination scores determine standing on eligibility lists. 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 will be invited to participate in the written, oral/performance examination processes. WRITTEN EXAM (PASS/FAIL) See published reading list; ORAL EXAM (100% weight value); Candidates must earn a score of 70% or higher in the examination process to be considered for the eligibility list. The City Administrator upon recommendation of the Department head will make the final selection and appointment.

KEY DATES

Filing Deadline: Friday, 06/04/2021
Written Exam: Friday, 6/17/2021
Oral Exam: Monday, 7/11/2021

learn more



madera.gov/apply

COMPENSATION & BENEFITS

SALARY

Compensation and benefits for the Police Sergeant position 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 Sergeant are shown below.

Step A	\$2,804.35
Step B	\$2,944.69
Step C	\$3,092.03
Step D	\$3,246.35
Step E	\$3,408.67
Step F	\$3,578.98



READING LIST FOR WRITTEN EXAM

Iannone, N., *Supervision of Police Personnel*, 8th Edition. Prentice Hall, 2013. Includes Chapters 1-6, 8, and 10-13.

Swanson, C., *Criminal Investigation*, 11th Edition. McGraw-Hill, 2012. Includes Chapters 2-6, 13-14, 20 and 22.

Hale, C., *Police Patrol Operations and Management*, 3rd Edition. Prentice Hall, 2004. Includes Chapters 2, 4 -8, 10 and 13.

California Peace Officers Legal Sourcebook. (Current Revision Packet). California Department of Justice.

Gaines, L. and Kappeler, V. *Community Policing: A Contemporary Perspective*, 6th Edition or 7th Edition. Anderson Publishing, 2011 and 2015



OTHER INFORMATION

Veterans Points – Current City employees who compete in a promotional examination are not eligible to receive veteran's preference.

The City of Madera is an Affirmative Action / Equal Opportunity / Drug Free Employer

THE INFORMATION PROVIDED IN THIS FLYER IS NOT TO BE CONSIDERED AS A CONTRACT OR AN OFFER OF CONDITIONS OF EMPLOYMENT. The City of Madera reserves the right to make necessary modifications to the examination plan. Such provisions will be in accordance with City Civil Service standards. Employee benefits are outlined in individual group memorandum of understandings through the city/employee negotiation process.

ONLY THOSE APPLICATIONS RECEIVED BY 3:00 P.M. Friday, June 4, 2021, WILL BE CONSIDERED. Please fill out the application completely and attach any additional materials, certificates, license and/or resume you desire to be considered as part of your application. Information on a resume will not be accepted in lieu of completing the employment application.

Applications may be obtained from the City's website www.madera.gov/apply or by calling the City's Human Resources Department at (559) 661-5401. Applications should be submitted via email to hrinfo@madera.gov or by placing an original paper application in the Document Drop Box at City Hall.