



## Current Positions Available

The Firebaugh Police Department seeks qualified applicants for police officers. This is an opportunity for individuals who have successfully completed a POST certified basic police academy and possess a certificate of completion. Below are listed examples of duties, minimum qualifications, selection process, current pay and benefits for the position. At the bottom of this page is the web link to be redirected to the City application, which you may print or complete hand deliver to the City of Firebaugh.

**Important Notice:** It is important that you read the Job Position/Bulletin. The bulletin will describe the minimum qualifications for the position, as well as, detailing any necessary documents that need to be submitted.

**Printable Application:** You may print a copy of our Job Application which is provided in PDF format. <http://firebaugh.org/wp-content/uploads/2014/08/JobApplication.pdf>

Job Position / Bulletin	Filing Deadline	Apply
<a href="#">POLICE OFFICER</a>	<a href="#">01-31-2019</a>	<a href="#">Apply</a>

***An incomplete application will not be considered. Resumes are not accepted in lieu of City application. POST Certificate(s) and/or Academy Certificate of Completion must be received upon submitting application.***



City of

# FIREBAUGH

1575-11<sup>th</sup> Street · Firebaugh, California 93622  
(559) 659-2043 · fax (559) 659-3412

## Job Announcement

Equal Opportunity Employer  
Police Department

### DEADLINE

**01-31-2019**

### POSITION

**POLICE OFFICER**

### SALARY

**\$3,710 - \$5,568**

### THE POSITION

Patrol assigned areas for the protection of life and property. Applies proper techniques of arrest, search, and seizure in the apprehension of subjects. Monitors crime scenes to ensure the identification, preservation, and collection of evidence, interviews witnesses of crimes to ascertain the facts and interrogates suspects involved in or suspects to be involved in criminal activities. Develops and maintains good relations with the general public, and exchanges crime related and general information with other law enforcement agencies. Testifies in court based upon evidence uncovered during the course of investigation.

### MINIMUM QUALIFICATIONS

- ★ 21 years of age at the time of application
- ★ High School or Equivalent
- ★ Successful completion of a POST basic police academy and possess a certificate of completion.
- ★ Must be in good physical condition. Weight in proportion to height.
- ★ 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.
- ★ Must possess a valid California Driver's License at time of appointment and have a good driving record.
- ★ No felony convictions.
- ★ Have not been convicted of any misdemeanor in the state or any other state or federal jurisdiction which carries a penalty of prohibiting ownership, possession or control of a firearm – PC 12021(c).
- ★ Work various shifts and holidays
- ★ Spanish speakers are encouraged to apply.

The City of Firebaugh will accept application until Friday, January 4<sup>th</sup>, 2019 at 3:00 p.m. Immediate and future vacancies will be filled from this eligible list for a period of six (6) months from the date of promulgation.

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.

## EMPLOYMENT INFORMATION and EMPLOYEE BENEFITS

All statements made on application are subject to investigation and verification. False statements will be cause for disqualifications, removal from the eligible list, or discharge from employment.

### THE EMPLOYMENT PROCESS

As a potential applicant for employment, you are about to participate in a series of events collectively called the employment process. Because the goal of the employment process is to obtain qualified candidates to fill City positions, examinations are generally administered to each applicant. These examinations are conducted in a variety of ways, yet they share a common purpose – to test applicants for knowledge, skills and abilities required to perform the duties and responsibilities of the job.

The employment process occurs in several states which are described below:

- ★ **Application:** Prospective employees must submit an application and other documents required as specified in the bulletin announcement by 3:00 p.m. on the final filing date. Final filing dates vary for different jobs and are listed on the front of each bulletin announcement. Separate applications must be submitted for each job title.
- ★ **Oral Interview:** Applicants who meet the qualifications standards on or before the posted final filing date are notified to participate in an Oral Interview (weighted 100%). Successful candidates will be placed on an eligibility list. Successful applicants will be scheduled for a Lieutenant's Interview.
- ★ **Medical Examination:** Certain positions may require a pre-employment medical examination, including laboratory testing, drug screening and/or psychological examination. These examinations will be administered by a City physician. Candidates are cautioned not to quit or give notice to present employers until the medical examinations if required, has been completed and passed.
- ★ The final portion of the selection process includes:
  - Thorough Background Investigation
  - Chief's Interview
- ★ **Appointment:** All new employees are required to sign various forms as related by City employment. At this time candidates are also fingerprinted prior to employment. All new employees hired by the City must verify identity and entitlement to work in the United States by providing documentation required by the Immigration Reform and Control Act of 1986.
- ★ **Probationary Period:** Employees serve a probationary period, ranging from 12 months to 18 months. If performance is not satisfactory, employee may be terminated without recourse during the probationary period.

### EMPLOYEE BENEFITS

- **Retirement Benefits:** The City provides a generous retirement program through CalPERS (Public Employee Retirement System).
- **Group Insurance:** The City of Firebaugh provide medical and pays 80% of employee and 50% of dependents; this is based upon CalPERS health plan and 90% dental and vision insurance.
- **Leave Accumulation:**
  - **Vacation --** accumulation and accrual limits vary by bargaining unit. An employee becomes eligible for vacation with pay after the completion of twelve (12) months of continuous service.
  - **Sick –** with pay, accumulation unlimited. Accumulation and eligibility for usage varies by bargaining unit. Unused sick leave hours converted to Retiree Health Insurance.
  - **Holiday –** The City has 13-1/2 paid holidays
- **Safety Equipment:** All safety equipment is provided by the City including initial soft body armor.
- **Other:**
  - Uniform Allowance at \$900 per year.
  - Intermediate POST- \$3,000 One-Time Lump-Sum
  - Advanced POST - \$4,000 One-Time Lump-Sum
  - Incentive: Bilingual \$50 per month Bilingual pay
- ★ **APPLICATION REQUIREMENTS:**
  - Interested and qualified employees must submit a letter of interest, an official City Application, resume, POST Certificate(s) and/or Academy Completion Certificate, and official DMV Driver License printout. All documents must be free of creases and must be placed inside a **sealed** 9 in. x 12 in. clasp envelope.
  - An incomplete application will not be considered. Resumes are not accepted in lieu of City application.
  - Immediately following the filing deadline, hopefuls who meet the minimum requirements will be scheduled to take a written police officer test, oral interview, and Chief's interview.
  - Reference checks, Live Scan, Background Investigations, Physical and Psychological testing are part of the employment process and background standards.
  - A final interview will be held with the Police Chief prior to appointment.