



CITY OF CERES

2220 Magnolia Street, Ceres, CA 95307



ANNOUNCES A CAREER OPPORTUNITY

POLICE OFFICER

Lateral & Academy Graduate

\$4,779 — \$6,099 Monthly

PLUS Excellent Benefits and Incentive options!

FULLY PAID MEDICAL, DENTAL & VISION (several options)

OPEN: Tuesday, May 8, 2018

Open until positions are filled

Must attach P.O.S.T certificate or Academy Graduate certificate to application.

Failure to provide required certificates, will result in disqualification.

To Apply: www.CalOpps.org/city-of-ceres





The City of Ceres is located in the Central San Joaquin Valley, 80 miles south of Sacramento and 95 miles east of San Francisco, in the heart of Stanislaus County. Ceres is in one of the Central Valley's richest and most diverse agricultural areas and is the home of the new \$14 million County Agriculture Center. Even the name "Ceres" originates from the Roman goddess of agriculture.

The City enjoys a comfortable climate, with 12 inches of rainfall annually. The average low winter temperature is 38 degrees Fahrenheit, the average high temperature in spring and fall is 85 degrees Fahrenheit, and the average high temperature in the Summer is 90 degrees. The Tuolumne River forms part of the City's northern boundary.

The Daniel C. Whitmore family was considered the first family of Ceres and, with two other founders, John Service and Cassius Warner, settled in Ceres in 1867. Mr. Whitmore built the first home in Ceres in 1870. That home still stands, fully restored by the City and the Ceres Historical Society, at 2928 Fifth Street.

Ceres is a growing community with a heartfelt commitment to retaining its small neighborhood personality. Businesses, organizations, and nonprofit community service groups band together for a number of activities throughout the year. Events such as the annual Downtown Street Fair in May, summertime concerts in the park, Halloween Fun Festival, and the Christmas Tree Lane opening are well attended by the community.

THE POSITION

The City of Ceres is accepting applications for Lateral and Academy Graduate Police Officer. Under general supervision, the ideal candidate will perform state and local law enforcement and crime prevention duties and responsibilities; including traffic control and issuing citations; participate in and conduct criminal investigations, and makes arrests; provides support and assistance to special crime prevention and law enforcement programs; and performs a variety of technical and administrative law enforcement services and activities; engages with local Ceres community and contributes to a positive, trustful, and professional Police Department image, and respected relationships with residents, businesses, academic, and other communities throughout the City. POA (Police Officers Association) Bargaining Group.

Non-Exempt, Sworn Safety FLSA Status.

ESSENTIAL DUTIES

REPRESENTATIVE DUTIES

- Patrol designated areas of the City in car, by foot, or other means to preserve law and order, discover and prevent the commission of crimes, and enforce traffic and other laws and ordinances; protect real and personal property by providing security checks of residential, business, and public premises; maintain awareness of and remains alert for wanted suspects, known criminals, stolen vehicles, missing persons, traffic violators, and crimes in progress; issue warnings and citations.
- Conduct investigations at scenes of incidents to which summoned or incidents observed; determine what, if any, crime has been committed; identify, collect, preserve, process, and book evidence; locate and interview victims and witnesses; identify and interrogate suspects.
- Contact and cooperate with other law enforcement agencies in matters relating to the apprehension of offenders and the investigation of offenses; may respond to requests for assistance from agencies outside the City for mutual aid in the suppression of civil disturbances, apprehension of criminals, or other related requests.

ESSENTIAL DUTIES Continued

- Participate in continuous training to enhance law enforcement skills including firearms proficiency, defensive driving skills, apprehension and arrest techniques, investigative skills, and general law enforcement skills.
- Participate in special assignments including Special Weapons and Tactics (SWAT), etc..
- When assigned as a Field Training Officer, train new recruits and lateral police officers; document trainee progress and prepare evaluations; serve as acting field supervisor as assigned.
- When assigned to traffic, patrol assigned areas on a police motorcycle; perform a full range of traffic enforcement duties; observe, monitor, and control routine and unusual traffic conditions; assist and advise motorist; use radar to detect speed; issue citations and warnings; investigate traffic accidents.
- Sign off on citations and Vehicle Identification (VIN) verification.
- Enforce parking regulations; issue citations; tow vehicles that are in violation of codes.

Detective Assignment

- Serve on assigned taskforce including auto theft, gang or drug taskforces; gather knowledge about individuals or groups who are involved in criminal activity in order to understand how they function, describe their current activities, forecast future action they may undertake, and provide intelligence and resources that will eradicate criminal activity; coordinate and participate in multi-jurisdictional intelligence gathering and suppression operations.
- Receive, review, and analyze reports and case information on law enforcement activities requiring special and detailed investigations.
- Coordinate and conduct complete and detailed investigations of crimes involving juveniles and adults, crimes against persons and property including child and elder abuse claims, homicides, rape and assaults with deadly weapons, and crimes involving vice, gaming, and narcotics violations; follow cases from reporting, to arrest, to prosecution.
- Contact, interview, and interrogate victims, complainants, witnesses, suspects, and others involved in cases and incidents; obtain statements, documents, and factual and physical evidence.
- Review information and evidence obtained for presentation in court cases; testify in court concerning evidence and facts gathered during the investigative process.
- Remain on-call during stipulated time periods to respond to incidents that will probably require major investigative follow-up and criminal identification work at the scene of the incident .
- Collect, preserve, maintain, and book evidence and recovered property found that is involved with suspected crimes.
- Hold stakeouts, perform undercover activities, conduct surveillance activities, and other observation assignments.
- Prepare investigative reports and case information; recommend disposition of cases including to discuss recommended disposition of cases with legal authorities.
- Perform related duties as required.

QUALIFICATIONS

The following generally describes the knowledge and ability required to enter the job and/or be learned within a short period of time in order to successfully perform the assigned duties.

Knowledge of:

- Police methods and procedures including patrol, crime prevention, traffic control, and investigation.
- Pertinent federal, state, and local laws, codes, and regulations including laws governing the apprehension, arrest, and custody of persons accused of felonies, misdemeanors, and petty offenses.
- Rules of evidence pertaining to the search and seizure and the preservation of evidence.
- Offensive and defensive weapons nomenclature and theory.
- Techniques and applications of self defense and proper use of force.
- Operational characteristics of police equipment, vehicles, and tools including firearms, chemical agents, baton, and other related paraphernalia.
- Use of firearms and other modern police equipment.
- Methods and techniques used in interviewing witnesses, victims, or suspects.
- Principles and applications of public relations.

QUALIFICATIONS Continued

- Principles and practices of data collection and analysis.
- English usage, spelling, grammar, and punctuation.
- Basic principles of business letter writing and basic report preparation.
- Geography of the local area.
- Standard broadcasting procedures of a police radio system.
- First aid and CPR techniques.
- When assigned to investigations, investigative techniques, procedures, and sources of information.
- When assigned to investigations, principles and practices used in the identification, preservation, and presentation of evidence.
- When assigned to investigations, recent court decisions on arrest procedures and the preservation and presentation of evidence.
- When assigned to investigations, methods and techniques used in interviewing witnesses, victims, or suspects including effective methods of obtaining information from reluctant witnesses.

Ability to:

- Perform a wide range of law enforcement assignments.
- Work irregular and on-call hours including weekends, evenings, and holidays.
- Meet and maintain required peace officer employment standards.
- When assigned to investigations, perform specialized investigative duties involving the interpretation, explanation, and application of laws and proper investigative techniques.
- Meet and maintain the departmental firearms qualifications standards.
- Meet the physical requirements necessary to safely and effectively perform the assigned duties.
- Meet department's psychological and background requirements.

EDUCATION & EXPERIENCE GUIDELINES

Any combination of education and experience that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

• ALL CANDIDATE REQUIREMENTS

Education Equivalent to the completion of the twelfth grade. Additional college level course work and specialized training in law enforcement, criminal justice, or a related field; Associate degree is highly desirable.

Licenses Possession of valid California driver license.

Certificates Possession of, or ability to obtain, CPR and First Aid certifications.

Special Conditions Must be 21 years of age upon appointment. No felony convictions. Must pass comprehensive background investigation. Must be a U.S. citizen and/or meet all U.S. citizenship and immigration requirements. Employment is contingent upon passing law enforcement medical examinations. As a condition of continued employment, must be able to work various shifts, including evenings and weekends, and may be required to travel outside City boundaries to attend meetings.

• ACADEMY GRADUATE EXPERIENCE AND P.O.S.T. CERTIFICATE REQUIREMENTS

Experience Possess related work experience that demonstrates a general aptitude for police work. **Certificate** Must qualify for or possess a P.O.S.T. Basic Certificate upon completion of the probationary period. **Graduate candidates who currently possess a P.O.S.T. Basic Certificate may be given priority over candidates.*

• POLICE OFFICER LATERAL EXPERIENCE AND P.O.S.T. CERTIFICATE REQUIREMENTS

Currently employed as a Police Officer for a minimum of 2 years (having passed probation) with a California law enforcement agency and, successfully completed a Basic P.O.S.T. approved field training program;

OR

Formerly employed as a Police Officer for two years (passing probation) with a CA law enforcement agency within the past 2 years and, before separating with that agency, successfully completed a Basic P.O.S.T. approved field training program.

PHYSICAL DEMANDS AND WORK ENVIRONMENT

The conditions herein are representative of those that must be met to successfully perform the essential functions of this job.

Environment: Reactive emergency, natural or man-made disaster, and routine peace keeping environments with travel from site to site. The employee is regularly exposed to outside weather conditions; occasionally exposed to fumes or airborne particles, toxic or caustic chemicals, extreme cold, extreme heat, risk of electrical shock, risk of radiation, and vibration; potentially hostile environments; extensive public contact. Incumbents work various shifts, including evenings and weekends, and may be required to travel outside City boundaries to attend meetings.

Physical: Primary functions require sufficient physical ability to work in a law enforcement setting and an office setting; restrain or subdue individuals; walk, stand, sit, or run for prolonged periods of time; occasionally stoop, bend, kneel, crouch, reach, and twist; occasionally climb and balance; regularly push, pull, lift, and/or carry light to moderate weights; frequently lift and/or move moderate to heavy weights; occasionally lift and/or move heavy weights; operate office equipment including use of computer keyboard; requires a sense of touch, finger dexterity, and gripping with hands and fingers; ability to speak and hear to exchange information; ability to operate a vehicle to travel to various locations; ability to operate and use specialized law enforcement tools and equipment including guns and handcuffs.

Vision: The normal visual range with or without correction.

Hearing: The normal audio range with or without correction. The noise level in the work environment is usually moderate but may be very loud due to sirens, firearm training, and other job related sounds.

EXCELLENT AND COMPETITIVE BENEFIT PACKAGE

Pension: The City provides employee membership in the Stanislaus County Employees' Retirement Association (StanCERA), as governed by County Employees' Retirement Law of 1937 and Public Employees' Pension Reform Act (PEPRA). "Classic members" (currently or within the last six (6) months a member of StanCERA or subject to reciprocity with another eligible retirement plan) are enrolled in the City's 3% @ 50 plan; final compensation at retirement is based on the single highest year. Non-classic or "new members" are enrolled in the 2.7% @ 57 plan, and those employees are required to pay 50% of the normal contribution rate as prescribed by PEPRA, currently 12.82%, on a pre-tax basis; final compensation at retirement is based on the average of the three highest years.

The City also participates in Social Security, which has a mandatory 7.65% contribution for Social Security and Medicare.

Health Benefit Options: The City contributes toward the combined monthly premiums for medical, dental and vision a maximum of \$710, \$1,470 or \$2,090, dependent on level of medical coverage enrollment. Some of the monthly plan premium options are currently at NO COST to the employee and family! Employee contributions to health premiums are taken as pre-tax deductions. Employees eligible to waive medical coverage, receive \$200 per month in taxable compensation. Carriers include: Blue Shield HMO, Blue Shield HDHP/PPO, Kaiser HMO; Stanislaus Foundation Dental and MES Vision.

Voluntary Benefits: The City contributes \$100 per month through a qualified Section 125 plan for the purchase of voluntary benefits (e.g. life/AD&D, long-term disability, and FSA for unreimbursed medical expenses and daycare). Employee contributions to certain voluntary benefits are taken as pre-tax deductions. If the employee does not utilize the entire allowance for benefits, the City shall contribute the remaining balance to employee's deferred compensation account, Retiree Health Savings or Health Savings Account, as applicable.

Other Benefits & Leave: The City provides an Employee Assistance Program, voluntary options for Deferred Compensation, sick and vacation leave. Please review the POA MOU located on the City Website <http://www.ci.ceres.ca.us/DocumentCenter/Home/View/827> For additional benefits, such as education incentives, vacation, sick leave conversion, additional premium pays, etc.

APPLICATION / SELECTION PROCESS

APPLY AT www.CALOPPS.org To be considered for the Academy Graduate Police Officer position, applicants must submit a completed on-line City of Ceres employment application on the CalOpps website: www.calopps.org. Incomplete, faxed, emailed or hard copy applications and resumes in lieu of a CalOPPS application will not be accepted. **Failure to submit P.O.S.T. Certificates or proof of Academic Graduation with applications online will result in disqualification.**

APPLICATION EVALUATION TEST The qualifications of each applicant, as set forth in the application, will be continuously reviewed by the Police Department and Human Resources. Applicants who pass the initial Application Evaluation Test will advance to the next testing phase. Note: Meeting the minimum qualifications does not guarantee advancement in the selection process.

INTERVIEW TEST AND EMPLOYMENT LIST Candidates will be invited to interview before a panel of law enforcement subject matter experts and/or the Chief of Police. Candidates who achieve a passing score will be placed on a six (6) month Employment Eligibility List.

SELECTION PROCESS AND BACKGROUNDS The top three (3) scores will be referred to the Police Department for a selection interview with the Chief of Police. A select number of candidates will be authorized by the Chief to advance to the Police Background Investigation, including Fingerprinting.

PRE-EMPLOYMENTS Candidates who pass the Police Background Investigation will receive a Conditional Employment Offer and will advance to the pre-employment medical examinations, which will include medical, drug testing, psychiatric and physical examinations.

NOTE: Information contained herein does not constitute an expressed or implied contract, and is subject to change without notice.

EQUAL OPPORTUNITY EMPLOYER

The City of Ceres is an equal opportunity employer and welcomes workforce diversity in hiring and employment practices. As part of its Affirmative Action Program, the City of Ceres encourages minorities, women, and disabled persons to apply and compete for employment opportunities.

The City complies with the Americans with Disabilities Act and considers all special requests for reasonable accommodations.

