



# CITY OF FONTANA

## LATERAL POLICE OFFICER

(Must possess at least a Basic P.O.S.T. Certificate)

## PRE-SERVICE POLICE OFFICER

(Recent graduation or current enrollment in Academy)

**Salary information on next page**



**DEFINITION:** The Lateral Police Officer will perform law enforcement and crime prevention in support of the Police Dept. For the Pre-Service position, promotion to Police Officer is contingent upon successful completion of the basic academy and review by the Chief of Police. During training, incumbents do not have police powers but are subject to the rules and regulations of the Fontana Police Department and the police academy attended. Incumbents may be assigned non-safety duties in the Police Department during training.

**ESSENTIAL FUNCTIONS:** Candidates must have the ability to:

- Successfully complete the basic police academy which includes classroom and field training.
- Accurately observe and remember names, faces, numbers, incidents and places.
- Learn to use and properly care for firearms.
- Think and act quickly in emergencies, judge situations, and evaluate people accurately.
- Learn, understand, interpret and apply laws, regulations, policies and procedures.
- Prepare clear, accurate and grammatically correct written reports.
- Meet the requirements for police officer contained in the California State Government Code.
- Understand and carry out oral and written directions.
- Communicate clearly and concisely, both orally and in writing.
- Establish and maintain cooperative working relationships with those contacted in the course of employment.
- Perform any other tasks or functions deemed necessary to the daily operations of the employer.

**THE ABOVE LIST OF ESSENTIAL FUNCTIONS IS NOT EXHAUSTIVE AND MAY BE SUPPLEMENTED AS NECESSARY BY THE EMPLOYER**

**EXPERIENCE AND TRAINING GUIDELINES:** Must be a citizen of the United States or a permanent resident alien who is eligible for and has applied for citizenship with educational achievement equal to the completion of an accredited US High School or a GED, supplemented by 18 units of college level coursework in police science, sociology or a closely related field. Completion of the basic police academy **may be supplemented for some** of the required college educational requirements.

**SPECIAL REQUIREMENTS:** Possession of, and continuously throughout employment, a valid CA Class "C" Driver's License. Candidates must also satisfy the following: **AGE:** At least 21 years of age upon completion of the basic police academy. **MEDICAL STANDARDS:** Must meet the standards recommended by the Commission on Peace Officer Standards and Training. **SKILL IN:** Physical Agility.

**APPLY:** Applications are available online at [www.Fontana.org/Jobs](http://www.Fontana.org/Jobs) or in person at the Human Resources Office. Emailed, facsimiled and printed employment applications will not be accepted. Resumes will not be accepted in lieu of an online employment application. Please notify the Human Resources Department in advance if you require special accommodations to complete the application process. All applicants will be notified of the selection process via e-mail.

**This is a continuous recruitment that may be closed at any time.**

**CLOSING DATE:** Continuous



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- Salary:**
- Currently enrolled in Academy (Police Officer Trainee) - \$5,912/mo.
  - Lateral Police Officer w/Basic Certificate **OR** Pre-Service/Recent graduation from Academy - \$6,501 - \$7,902/mo.
  - Lateral Police Officer w/Intermediate Certificate - \$6,799 - \$8,264/mo.
  - Lateral Police Officer w/Advanced Certificate - \$7,108 - \$8,640/mo.

Starting salary for Lateral Officers may be based upon experience, qualifications, and present compensation.

**Working Hours:** Patrol Unit Assignment - 3/12.5 + 10 schedule and Non-Patrol Unit - 4/10 schedule

**Retirement Benefits:** CalPERS Retirement for new staff hired prior to January 1, 2013 with another CalPERS agency (with less than 6 month break):  
**3.0% @ 55** benefit, Employee pays full member contribution (currently 9%)

**OR**

CalPERS Retirement for employees hired on or after January 1, 2013 with another CalPERS agency or never before belonging to CalPERS:  
**2.7% @ 57** benefit, Employee pays 50% of normal costs (currently 10.75%)

Retirement formulas and/or member contributions subject to change.

**Cafeteria Plan:** Multiple health insurance options available, including a City-paid family Blue Shield HMO plan, family dental, family vision, and life insurance.

**Leave Accrual:** Minimum 200 hours per year to a maximum of 312 hours after 20 years of service.

**Uniform Allowance:** \$1,250 per year paid in semi-annual installments.

**Merit Increases:** Five (5) steps at 5% increments.

**Bilingual Differential:** \$100.00 per pay period for those employees who pass a test and are assigned to provide translation to and from a foreign language.

**Holidays:** Fourteen (14) City Holidays paid at 5.38 hours per pay period.

**Probationary Period:** Eighteen (18) months for Police Officer with Basic Certificate.  
Twelve (12) months for Police Officer with Intermediate Certificate and above.

**Selection Process:** Physical Agility Test  
Department Oral Interview Process  
Background Investigation  
Polygraph  
Pre-employment Physical Examination  
Psychological Examination