

The City of Lemoore invites your
application for the position of:

POLICE OFFICER

Up to \$54,012 annually

There will be no single test date for this recruitment; this recruitment will be open until all positions are filled.

BRING OR MAIL YOUR SIGNED ORIGINAL APPLICATION TO:

**CITY OF LEMOORE
HUMAN RESOURCES OFFICE
119 FOX STREET
LEMOORE, CA 93245**

The City

Lemoore is a rapidly growing community, with a current population of 23,300 and is located in the heart of the San Joaquin Valley, equidistant between San Francisco and Los Angeles. It is home to the Lemoore Naval Air Station, a modern Master Jet Base. Major employers in Lemoore include SK Foods and Leprino Foods processing plants, and West Hills College, Lemoore – a state-of-the-art community college campus, enrolling 6,000 students. Lemoore offers six parks, numerous youth activities including a teen center and skatepark, two 18-hole golf courses, and many other recreational opportunities. Yosemite, Sequoia, and Kings Canyon National Parks, as well as the scenic Central Coast are all within a two-hour drive. More information about Lemoore can be obtained online at www.lemoore.com.

The Department

The Lemoore Police Department staff includes 23 Officers, 6 Sergeants, 1 Commander, the Chief, 2 Community Service Officers, a Police Analyst, 2 Records Technicians, a Records Supervisor, and up to 15 Reserve Officers. A number of Volunteers in Policing are also on duty regularly at the Department. The Lemoore Police Department has adopted a Community Oriented Policing Policy that consistently and actively seeks to obtain long-term solutions to public safety problems. The Police Department operates the Take-Home-Vehicle Program, D.A.R.E., and supports Youth Development Officers, Animal Control, and Neighborhood Watch programs. Officers can participate in county-wide narcotics and gang task forces. Additionally, the Police Department has an Explorer Post, a Citizens Academy, and a Volunteers In Policing program. Currently, Patrol Officers work 12-hour shifts.

The Position

Police Officers serve under the general direction of higher-level law enforcement staff, and perform a variety of duties in the enforcement of laws and the prevention of crimes; control traffic flow and enforce State and local traffic regulations; and perform a variety of technical and administrative tasks in support of the Police Department.

Examples of Duties

- ❑ Patrolling assigned areas to enforce traffic laws and regulations.
- ❑ Give directions and information.
- ❑ Investigate and prepare reports on accidents and issue citations.
- ❑ Respond to calls at scenes of disorder or crime and intervene in disputes to protect the public and maintain order.
- ❑ Investigate complaints and crimes.
- ❑ Appear in court and provide testimony.
- ❑ Special assignments such as Youth Development Officer, Narcotics or Gang Task Force member.
- ❑ Transport prisoners.

Requirements

- ❑ Candidates must possess the skills, knowledge and abilities needed to adequately perform the essential duties of the position.
- ❑ Candidates should be in the physical condition necessary to perform the active duties of a police officer.
- ❑ Community oriented people are desirable.
- ❑ Spanish speaking candidates are highly valued.
- ❑ Education equivalent to completion of the twelfth grade; Associates and/or Bachelors Degree is desirable.
- ❑ Entry Level Police Officer openings require that candidates have completed or be currently enrolled in a California P.O.S.T. Basic Police Academy.
- ❑ Must be available to work assigned shifts and participate in training programs.
- ❑ A valid California Drivers License is required at the time of appointment.

Salary & Benefits

- ❑ Salary for the position of Police Officer is currently \$3,175 - \$4,074 per month. (Additional \$50/month for special assignments.)
- ❑ Educational incentives provide salary increases of 5% for AA/AS Degree and 10% for a BA/BS Degree. Educational incentives available after one-year probationary period.
- ❑ A \$700 annual uniform allowance.
- ❑ Comprehensive medical and dental plan. City pays 60% of premiums for employees and their dependents.
- ❑ Newly appointed employees earn 11 vacation days per year. After 2 years, employees are eligible for 13 days; after 4 years, 15 days; after 9 years, 18 days, and after 14 years, 19 days per year.

- ❑ Longevity Bonus (\$5,000) at 5, 10 and 15 years.
- ❑ The City offers up to \$3,000 per year to employees for college tuition reimbursement.
- ❑ Sworn Personnel participate in the CalPERS 2% @ 50 program. City pays the employee contribution.
- ❑ Police Officers participate in the State Disability Insurance program at City expense.
- ❑ Homebuyer Assistance Program available (\$15,000 toward the purchase of a home in Lemoore.)
- ❑ 12 paid holidays (with cash out option) and 12 sick leave days per year.
- ❑ The City offers a voluntary deferred compensation plan and long term disability program. The City will match voluntary deferred compensation contributions up to a maximum of 3%.
- ❑ Free Access to workout facility.
- ❑ 7% Pay Increase (effective January 1, 2008)

Application Process

Candidates who wish to apply for this position must bring the following items to the Lemoore City Hall (Human Resources Office) at 119 Fox Street in Lemoore:

- ❑ Completed City Application
- ❑ Copy of P.O.S.T. Basic Certificate, or proof of enrollment in a California P.O.S.T. Basic Police Academy.

Applicant's will be screened and called into interviews on an as needed basis until the positions are filled. Applicant's who are so chosen will be subject to examinations such as physical, mental, and background.