



City of Salinas Employment Opportunity Announcement for the position of:

POLICE RECRUIT (Entry-Level)

Salary: \$4,604 - \$5,877 Monthly

Salary After Academy Graduation: \$5,877 - \$7,876

**Plus Generous Benefits
RECRUITMENT #18764**

FINAL FILING DATE: By 5:00 p.m. on Monday, October 27, 2014

MUST APPLY ON-LINE AT: www.calopps.org

The City of Salinas, Police Department is now accepting entry-level applications for the position of Police Officer Recruit. This is an exciting opportunity for someone with the desire to serve their local community and be a part of a winning team. Bilingual and local residents are strongly encouraged to apply.

This recruitment is only open to new recruit hires and/or applicants that are currently enrolled in a Police Academy program but have not graduated.

Prior to the application process, interested applicants must pass two assessment tests facilitated through South Bay Regional Public Safety Training Consortium in San Jose. A completed Work Sample Battery Test (WSBT) and written certificate with a passing T-score of 48 and above will be required at time of application submittal. For more information and to schedule your assessment tests date(s), visit www.theacademy.ca.gov. All applicants must provide a valid California Drivers' License and be at least 21 years of age at time of appointment.

For information or questions, contact John Murray at: (831) 758-7164 or johnm@ci.salinas.ca.us or Sylvia Enriquez at sylviae@ci.salinas.ca.us (831) 758-7254. Military Veteran's, Females and local Salinas residents are encouraged to apply. Bilingual in Spanish is highly desired.

THE SALINAS POLICE DEPARTMENT has an authorized staff of 155 sworn and 58 non-sworn personnel and an annual budget of \$36 million. The Department is responsible for providing a full range of crime prevention and law enforcement services to a diverse community of over 150,000 residents. The Department responds to an average of 8,700 calls for service each month.

THE POSITION: Becoming a City of Salinas Police Officer represents an outstanding employment opportunity for dedicated and career-minded men and women. The City offers a competitive salary and excellent paid benefits. The City of Salinas Police Department operates on a Ten Plan (Patrol has rotating weekends off). Officers dictate reports into a 24-hour word processing unit. A variety of specialized assignments are available, including Community Relations Officer, Gang Enforcement Officer, Violence Suppression Unit (Gangs), SWAT, Motorcycle Officer, Crime Scene Investigator and K-9 Officer. Each will receive an additional 5% of base monthly salary while in those assignments.

APPLICATION AND TESTING PROCESS A recent physical agility examination and written exam is required. The South Bay Regional Public Safety Training Consortium will administer both examinations. Schedule an appointment by contacting South Bay Regional Public Safety Training Consortium at www.theacademy.ca.gov.

The physical agility exam will consist of the following **Work Sample Test Battery (WSTB)**:

- a. 99 yard obstacle course
- b. 165 lb Body Drag
- c. Chain Link Fence Climb
- d. Solid Wall Climb
- e. 500 Yard Run
- d. 1.5 Mile Run

Please dress appropriately. A certificate with the results will be given to you either by mail or at the completion of the agility exam. The certificate must be valid within twelve months prior to the recruitment-closing deadline.

The written exam assessment must demonstrate a passing T-Score of 48 or above. Once all required materials have been received and a fully completed application has been completed via calopps, all qualified applicants will receive a notification by email inviting them to the oral board exam.

MINIMUM QUALIFICATIONS:

- ◆ South Bay - Work Sample Battery Test (WSBT) Certificate must accompany application
- ◆ Must include a copy of written exam assessment Certificate of T-Score of 48 or above
- ◆ High School diploma or GED;
- ◆ Must be 20½ at time of application and 21 years of age at time of appointment to Police Recruit
- ◆ Must be a U.S. citizen or have applied for citizenship before application for Police Recruit
- ◆ Valid California Driver's License
- ◆ Vision of 20/100 corrected to 20/30 in each eye and normal color acuity
- ◆ Bilingual (English/Spanish) skills are highly desirable.

Highly Desired – Individuals possessing the following are highly encouraged to apply:

- Bilingual English/Spanish speaking skills. Skills will be tested.
- Military Veteran. A copy of DD-214 required at time of in-take for Military preference points.
- Local residents.

All documents submitted become the property of the City and will not be returned or photocopied. Please only submit the required documents requested; all other information will be discarded.

VETERAN'S PREFERENCE: A veteran is defined in accordance with California Government Code 18540.4. In order to exercise this preference, the veteran must submit the City's Veteran's Preference Application and provide a copy of the DD-214 form at time of Document In-Person Intake as proof of military status. Failure to submit the required forms will be deemed a waiver of veteran's preference. Further details can be obtained from the Human Resources Division.

APPOINTMENTS: Prior to appointment, all candidates must successfully complete a background investigation, medical examination, drug & alcohol screening test, polygraph and psychological exam. Candidates must meet the department's pre-employment policy regarding illegal use or possession of drugs. The City reserves the right to use alternate testing procedures if deemed necessary. Police Recruits have a probationary period of eighteen (18) months.

DRUG & ALCOHOL TESTING POLICY: Candidates offered employment must pass a pre-placement medical exam, which includes a drug and alcohol-screening test, prior to final appointment. Hiring decisions may be based upon the results of the pre-employment drug and alcohol screening. Positive samples are retained for 90 days from the date of notification. Applicants with a positive result must notify the City in writing prior to expiration of the 90 days to request retention beyond the 90 day period. A copy of the City's Drug and Alcohol Testing Policy is available upon request. *09/25/14se.*

EQUAL OPPORTUNITY EMPLOYER

The City of Salinas does not discriminate on the basis of race, color, national origin, ancestry, gender, religion, sexual orientation, age, disability, marital status, political affiliation, or any other non-merit factor. The City of Salinas will make reasonable accommodation for the disabled. Requests for accommodation should include an explanation of the type and extent of accommodation needed to participate in the selection process and/or to perform the duties of the job for which they have applied. Requests can be submitted via mail to Human Resources, City Hall, 200 Lincoln Avenue, Salinas, CA 93901 or via facsimile transmittal (831) 758-7941 no later than the closing date of this recruitment.

EMPLOYEE BENEFITS

For a complete list of benefits, visit www.ci.salinas.ca.us and review the MOU for Police Officers Association.

BENEFITS ARE SUBJECT TO CHANGE AND DO NOT CONSTITUTE A CONTRACT

The City of Salinas Encourages Workforce Diversity and is an Equal Opportunity Employer

Apply on-line at: www.calopps.org