



CITY OF LA VERNE
 3660 D Street, La Verne, California 91750

**POLICE RECRUIT * &
 POLICE OFFICER**

Open-Competitive

ANNUAL SALARY:

Police Recruit *

Step 1	Step 2	Step 3	Step 4	Step 5
\$60,887	\$63,931	\$67,127	\$70,483	\$74,007

Police Officer

Step 1	Step 2	Step 3	Step 4	Step 5
\$70,020	\$73,521	\$77,197	\$81,057	\$85,110

* Upon initial appointment and during academy training, individuals are classified as non-safety (civilian) Police Recruit Trainees. Upon Academy graduation, individuals are appointed to the sworn safety classification of Police Officer.

LATERALS:

Laterals are also encouraged to apply. To qualify as a Lateral Entry Police Officer, applicants must meet the following criteria: Completion of probation as a Police Officer with a California law enforcement agency, possession of a Basic P.O.S.T. Certificate issued by the California Commission on Peace Officer Standards and Training; and must have worked actively as a full-time peace officer within the State of California for at least 24 of the past 36 months.

SPECIAL BENEFITS:

- Classic PERS members—CalPERS Formula 3% @ 50 (Employee contribution 9% annual salary). New CalPERS members: CalPERS Pension Reform Formula 2.7% @ 57 (Employee contribution 11.5% annual salary).
- Extensive professional training program including specialized detail assignments.
- Firearms Qualification: Ranging from \$50 to \$125 per month based on proficiency.
- Bilingual Pay: After 6 months as an officer in good standing, the City will provide a monthly stipend of \$100 for the ability to fluently speak and understand Spanish in the performance of officer's duties.
- Fully funded medical insurance, life and long-term disability insurance.
- Retiree medical insurance – opportunity to be eligible for City contribution toward medical premiums for retiree and their dependents.
- Sick leave – accrued at 8 hours per month.
- Vacation leave – accrued based on years of service, up to 200 hours per year.
- Holiday pay – 80 hours per year plus time and one-half for actual hours worked on a holiday.
- Uniform allowance: \$892 per year.
- Annual gym membership reimbursement up to \$140.
- Annual base salary adjustments to market median.

QUALIFICATIONS: AGE: Must be at least 21 years of age at time of appointment.

EDUCATION: Graduation from high school or equivalent and some college level coursework and/or exposure to law enforcement operations.

CITIZENSHIP: U.S. citizenship required or must have applied for citizenship within the past 12 months.

DRIVER'S LICENSE: At the time of appointment, each candidate must possess a valid California driver's license.

TOBACCO USE POLICY: Upon appointment, candidates must sign a statement agreeing, as a condition of continued employment with the City of La Verne, that they will not use tobacco products regularly (defined as more than once monthly) either on or off duty.

SELECTION PROCESS:	<u>EXAMINATION</u>	<u>WEIGHT</u>
	Written examination (waived for Laterals) **	Qualifying
	Physical agility/performance exam	Qualifying
	Appraisal interview	100%
	Background Investigation	Qualifying
	Medical examination (including drug screen)	Qualifying
	Polygraph examination	Qualifying
	Psychological evaluation	Qualifying

All appointments are subject to an 18-month probationary period.

** A limited number of candidates will be invited to participate in the first phase of the appraisal interview process.

APPLICATION PROCESS: **Must** be filed on a City of La Verne application form, available at La Verne City Hall, 3660 "D" Street. **NOT** available on-line.

FILING DEADLINE: **5 p.m. on Monday, November 28, 2016.**

As required by state law, the City provides consideration for veterans who served during military actions. Eligible veterans should notify Personnel **in writing** at the time of application.

Under Federal law, employees must contribute 1.45% of their gross monthly earnings for Medicare coverage. The City will match the employee's contribution.

In compliance with the Americans with Disabilities Act (ADA), if special assistance to participate in this recruitment is needed, contact the Personnel Office.

The City recruits and hires without regard to race, color, religion, physical disability or condition, sex, age, or national origin, except in those specific instances whereby a bona fide occupational qualification demands otherwise. The City of La Verne hires only United States citizens or lawfully authorized aliens.

The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without further notice.

PERSONNEL OFFICE (909) 596-8726
Website: www.ci.la-verne.ca.us
Equal Opportunity Employer