



# CITY OF CERES

2720 Second Street, Ceres, CA 95336



## *ANNOUNCES A CAREER OPPORTUNITY*

### **POLICE OFFICER LATERAL**

**\$4,551 — \$5,809 Monthly**  
(paid bi-weekly)

*Great Opportunities for additional Pay Incentives*

Open Continuously Until Filled



## THE CITY

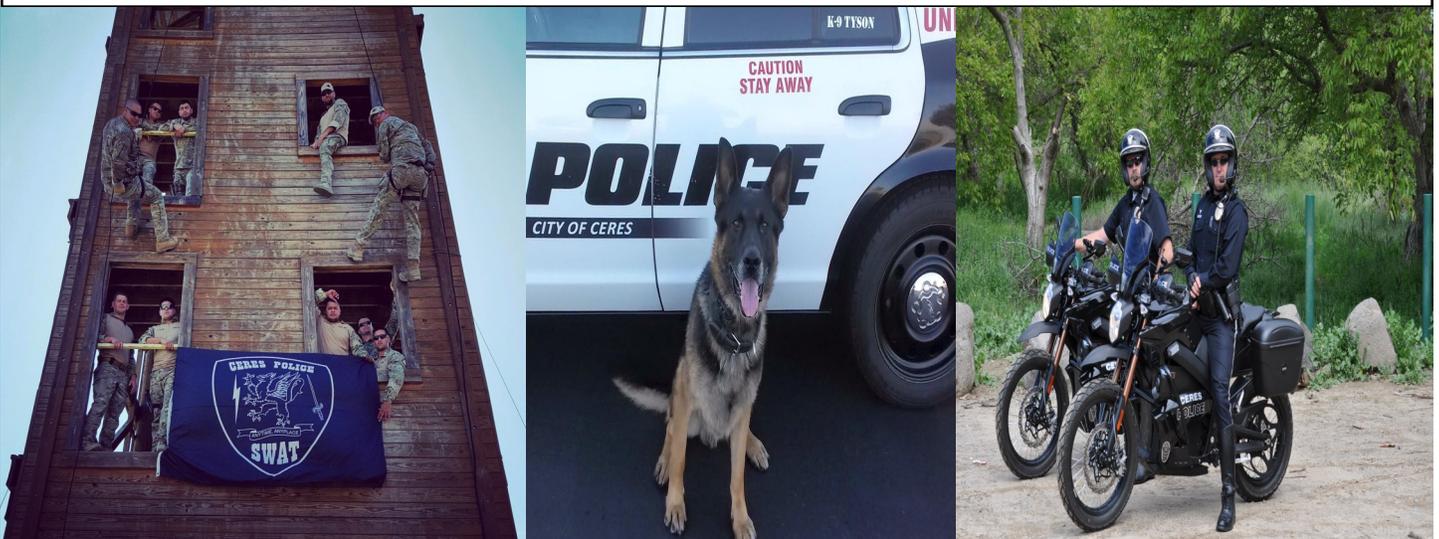
The City of Ceres is located in the Central San Joaquin Valley, 80 miles south of Sacramento and 95 miles east of San Francisco, in the heart of Stanislaus County. Ceres is in one of the Central Valley's richest and most diverse agricultural areas and is the home of the new \$14 million County Agriculture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

## THE POSITION

The City of Ceres is accepting applications for Lateral Police Officers. 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

## PATROL ASSIGNMENTS

- 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.
- 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), Hostage Negotiation Team (HNT), Canine Unit, Street Crimes Unit, and related assignments; provide guidance and training to Explorers.
- Participate in Street Crimes Unit (SCU) investigations, which target street gangs and illegal narcotics activities; assists detectives on other major crimes, may be assigned to special investigations; SCU assignments require adjusted work days, as well as, on-duty hours possibly on an on-going basis with limited advance notice; SCU assignments are expected to maintain management of assigned cases involving street gangs or illegal narcotics.
- 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 as School Resource Officer, serve as law enforcement officer, law related counselor, and law related instructor at assigned school; create a positive role model for students; serve as liaison between students and law enforcement; investigate crimes that occur within the school and on school property; provide information and assistance to school staff and administration, parents, and students regarding law enforcement and community problems; make group presentations; attend committee meetings; maintain program statistics and reports.
- 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.

## DETECTIVE ASSIGNMENTS

- 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

## 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.



## 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's 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.

- **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.

## EXCELLENT AND COMPETITIVE BENEFIT PACKAGE

- **Pension**

The City offers employees membership in the Stanislaus 1937 Act Retirement Plan. The following two (2) tier retirement is provided for Police Officers dependent on employee service and system reciprocity— Tier 5: 3% @ 50 single highest year or Tier 6: 2.7% @ 57, average of three (3) highest years

**Section 125**

- **Allowance, Health Benefit Options, Dental, Vision Care**

HMO and PPO medical plan options, dental and vision care, and other IRS Section 125 qualified benefits; voluntary options for deferred compensation, short-term and long-term disability, and life insurance. Stanislaus County Employees' Retirement plan as governed by the County Employees Retirement Law of 1937 and Public Employees' Pension Reform Act, and Social Security. Benefits and compensation are administered under the Police Officer's Association (POA) Agreement.

- **Deferred Comp**

The City offers two voluntary 457 Deferred Comp plans ; Nationwide & ICMA

- **Life Insurance**

Voluntary Life and AD&D including Long Term Disability Insurance.

- **Other**

Please review the POA MOU located on the City Website <http://www.ci.ceres.ca.us/3043.html>  
For additional benefits, such as education incentives, vacation, sick leave conversion, additional premium pays, etc.

## APPLICATION / SELECTION PROCESS

**APPLY AT [www.CALOPPS](http://www.CALOPPS)** To be considered for a Lateral Police Officer position, applicants must submit a completed on-line City of Ceres employment application on the CalOpps website: [www.calopps.org](http://www.calopps.org). Incomplete, faxed, emailed or hardcopy applications and resumes in lieu of a CalOPPS application will not be accepted. Failure to submit Certificates with applications online will not be reviewed.

**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.**

**PANEL INTERVIEW TEST AND EMPLOYMENT LIST** Candidates will be invited to interview with the Police command staff. Candidates who achieve a passing score will be placed on a six (6) month Employment List.

**SELECTION PROCESS AND BACKGROUNDS** 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 psychiatric and physical examinations, and drug testing.

**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 the disabled to apply and compete for employment opportunities.

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

Requests for special accommodations for testing must be submitted to the City of Ceres Human Resources Department in writing.

**ANNOUNCEMENT DATE: Thursday, September 29, 2016**

