



An Equal Opportunity Employer

POLICE OFFICER (ENTRY-LEVEL)

SALARY: \$6,369 - \$8,036*

(Eligible officers may receive Longevity Conduct Pay of 2.5% for every five years of continuous City service)

(\$5,623/mo. salary while enrolled in the 20-week Police Academy)

Veterans and/or College Grads may be entitled to up to an \$8,500 bonus

Under general supervision prevents crimes, enforces laws, investigates complaints, and apprehends criminals and suspects; protects the innocent, helps the distressed, safeguards public rights, and aids in the administration of justice; and assumes responsibilities and performs duties related to the work, as required. **Must work alternating shifts including some weekends and holidays.**

ESSENTIAL JOB DUTIES

Operates an automobile, motorcycle, or bicycle, or walks, in patrolling an assigned area for the prevention of crime and the enforcement of laws and regulations; responds to radio dispatches and telephone instructions and appears at scenes of disorder or crime; notes and reports traffic hazards; investigates and prepares reports on accidents, offenses, and damages to property; assists people in emergency situations; makes physical arrests, issues citations, and gives verbal warnings; intervenes in private and public disputes to protect the public and maintain order; appears in court; transports prisoners; writes case reports and logs activities; participates in training conferences and programs; makes public service presentations; and accepts special assignments in police dispatching and evidence room; and any other specific assignment directed by supervising police personnel.

SELECTION PROCESS

Candidates must pass one of the below written examinations:

1. **California POST PELLETB**: The City of Montclair currently does not administer the California POST Law Enforcement Reading and Writing test (PelletB) examination, but will accept applications from those candidates that passed the PELLETB and obtained a T-Score total of 48 or higher. Applicants taking the PELLETB test will be responsible for submitting proof for verification of his/her results. Completion of City of Montclair Employment Application is required, as well as a Supplemental Questionnaire for Police Officer, and proof of your PELLETB score. Verification must be on an agency letterhead, listing where the test was administered, test date (within the last 12 months of the date your application is received by the City of Montclair), type of test administered and test results. **Selected candidates will be invited to the next phase of the selection process.**
2. The Montclair Police Department offers full testing services for the position of Entry-Level Police Officer through **National Testing Network, Inc** (NTN). To fill out an application for this position and schedule testing, go to **www.nationaltestingnetwork.com**, select Law Enforcement, and sign up for the **Montclair Police Department**.

What to expect at the National Testing Network website:

- ✓ Completion of the application process;
- ✓ Review all information related to Montclair's Entry-Level Police Officer position, including minimum requirements, salary, and benefits;
- ✓ Detailed information about the testing process;
- ✓ Opportunity to take online practice tests;
- ✓ Schedule your own convenient test time. Tests are offered multiple times a week, including Saturdays; and
- ✓ Take high quality job simulations test in a standardized, fair testing environment.

Upon completion of the entry level exams administered by NTN, all candidate scores are automatically made available to the Montclair Personnel Department. As staffing needs require, the City of Montclair will review applications and test scores from NTN's candidate pool and invite selected candidates to participate in other stages of the selection process including an oral board interview and physical capabilities testing. **Selected candidates will be requested to submit a City Application when invited to the next phase of the selection process.**

National Testing Network is a service provided to conduct entry-level testing in a standardized, professional environment. National Testing Network does not replace the City of Montclair's responsibility and decision making in the testing process. All candidate results are provided to the City of Montclair where the final decisions are made.

PLEASE DO NOT SUBMIT A CITY APPLICATION OR CONTACT CITY OF MONTCLAIR FOR TEST SCORES OR STATUS OF YOUR APPLICATION.

APPLICATION PROCEDURE

PELLETB: City application forms are available on-line at **www.cityofmontclair.org**. Completed and signed applications with required Supplemental Questionnaire for Police Officers must be submitted to City Hall, Personnel Division via email to **jobs@cityofmontclair.org**, by U.S. mail to City Hall, 5111 Benito Street, Montclair, California, 91763, or via fax to (909) 621-1584. Applicants submitting PELLETB must attach valid proof of PELLETB T-Score (on agency letterhead, dated within the past 12 months) to their application and supplemental questionnaire; Applicants taking the Entry-Level Test through NTN must wait for an invitation from the City to submit City Application.

**Includes other special pays. Longevity Conduct Pay subject to criteria as outlined in MOU. Successful applicants will be reimbursed for enrolling in NTN and selecting the City of Montclair.*

Applications received by fax or email will be requested to be submitted with original ink signature if invited to structured oral interview.

THE CITY

Montclair was incorporated in 1956 as a General Law City and presently operates under a Council-Manager form of government. Four Council Members and the Mayor are elected at-large for four-year terms. Montclair is located at the western end of San Bernardino County and is a convenient distance of 35 miles from the Los Angeles Civic Center. Beaches, deserts, mountain resorts, and other recreational facilities are equally accessible by way of the excellent freeway system serving the Montclair area. The geographic size of the City is five square miles with a population of approximately 38,944 (U.S. Census Bureau, V2016). Montclair has a successful, multimillion-dollar regional shopping center which opened in 1968 and provides major retail shopping for the Inland Empire residents.

PERSONNEL PROCEDURES

All employment activities are conducted under the City's merit system. Following acceptance of applications, qualified candidates are normally given either a written test, structured oral interview, or both prior to employment.

EMPLOYMENT RULES

Only U.S. citizens and lawfully-authorized alien workers are considered for employment. A standard loyalty oath must be taken by each new employee. Prior to receiving a job with the City of Montclair, the top candidate must submit a valid social security card and must pass a background investigation and a preemployment physical, including a drug screening, at City expense. A one year probationary period is required before gaining regular status, with the exception of employees represented by the Montclair Police Officers Association (MPOA) who are subject to an eighteen-month probationary period.

EMPLOYEE BENEFITS

Fulltime employees are currently covered by the Public Employees' Retirement System. The City contributes to medical, dental, and vision health plans for the employee with family coverage available. A term life insurance policy is paid by the City, as well as a long-term disability plan. To encourage employees to further their education in job-related fields, an educational subsidy is available upon completion of one-year probation.

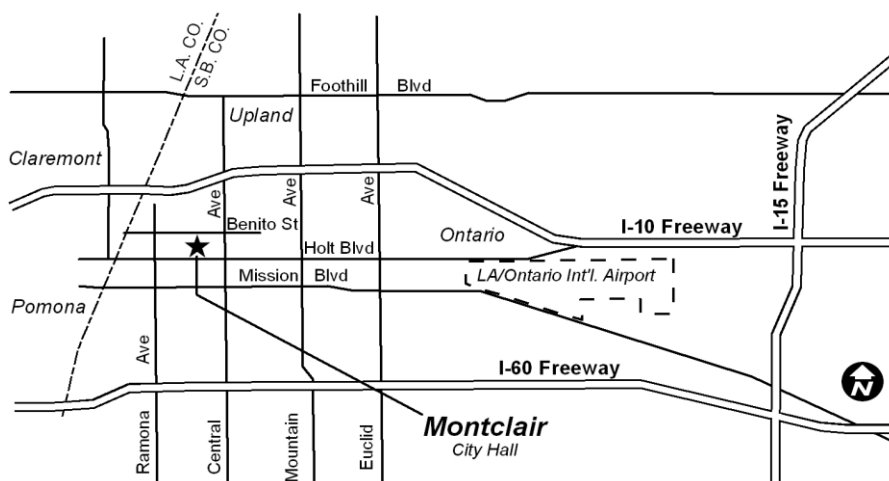
Nonshift employees receive 80 hours of vacation after one year of service; 120 hours after five years of service; 160 hours after ten years of service; and 200 hours after 20 years of service. Shift employees receive 145.21 hours of vacation after one year of service; 217.79 hours after five years of service; and 290.40 hours after ten years of service. Sick leave accumulates at the rate of eight hours per month. The City may credit an employee who is coming from another governmental agency with one half of his/her accumulated sick leave up to a maximum of 240 hours. Presently, 104 hours of paid holidays are provided each year for nonshift employees and 157.29 hours of paid holidays are provided each year for shift employees.

SALARY PRACTICES

Classifications are assigned to a pay range comprised of five individual steps, with an approximate five-percent differential between each step. A step increase is possible after six-months, or one year for Police Officers and Firefighters, depending on performance. Yearly increases, based on merit, are possible until the maximum is reached. Position classifications and salaries are evaluated periodically; and cost of living increases are negotiated by bargaining units. Salaries are based on 26 pay periods per year.

NONDISCRIMINATION POLICY

Pursuant to Section 51.55 of the Office of Revenue Sharing regulations, implementing Section 504 of the Rehabilitation Act of 1973, notification is hereby given that the City of Montclair does not discriminate on the basis of handicapped status in the admission of, access to, or treatment of employment in its programs or activities.



MONTCLAIR POLICE DEPARTMENT HIRING STANDARDS

BEHAVIORAL STANDARDS FOR APPLICANTS FOR EMPLOYMENT/FAIR EMPLOYMENT:

The purpose of a preemployment background investigation shall be to promptly, efficiently, and fairly identify those applicants who are unfit for public service or whose prior conduct is contradictory to, or incompatible with, the law enforcement mission. No selection standard of the department shall be in conflict with, or contrary to, the spirit or letter of fair employment laws of the State of California or the laws of the United States. The City of Montclair and the Montclair Police Department declare themselves to be an equal opportunity employer.

FELONY CONVICTION DISQUALIFICATION:

Any person who has ever been convicted of any offense declared by law to be a felony in this or any other state shall not be eligible for employment with the department.

MISDEMEANOR CONVICTION DISQUALIFICATION:

Any person who has been convicted within the past three years of any criminal offense declared by law to be a misdemeanor in this or any other state may not be eligible for employment with the department.

Any person still on probation (**supervised or unsupervised**) for any criminal conviction shall not be eligible for employment with the department.

Any Person convicted of any of the following misdemeanor offenses may not be eligible for employment with the department:

1. Larceny/theft
2. Assault or battery
3. Indecent exposure
4. Annoying children
5. Perjury
6. Resisting arrest
7. Filing a false police report
8. Impersonating a police officer
9. Domestic violence
10. Fraud
11. Driving under the influence-alcohol/narcotics

Any person whose conviction has been set aside pursuant to Penal Code Section 1203.4(a) or 1000.4 shall be considered to have been convicted within the meaning of this section.

Any person whose juvenile records have been and remain sealed or expunged pursuant to Penal Code Section 851.7 or 851.8 shall be deemed never to have been convicted within the meaning of this section.

CRIMINAL CONDUCT:

Applicants for employment with the department whose prior conduct includes involvement in criminal conduct, as specified, may not be eligible for employment with this department. "Involvement in criminal conduct" specifically includes acts which may have gone undetected, unreported, and/or unprosecuted including:

- a. As an adult, any act which would constitute a felony offense in this state committed within the past seven years.
- b. Any act which would constitute a misdemeanor offense in this state committed at any time prior to or after application for employment with this department.
- c. Any act, as specified, committed at any time prior to or following application for employment with the department, including:
 1. Forcible rape
 2. Robbery
 3. Possession of a controlled substance for sale
 4. Assault with a deadly weapon
 5. Lewd acts with a child
 6. Perjury
 7. Homicide
 8. Grand larceny/grand theft auto
 9. Theft of public funds
 10. Assault under the color of authority
 11. Any offense declared by law to constitute a "hate crime"
 12. Embezzlement
 13. Sexual assault
 14. Burglary
 15. Arson
 16. Identity theft
 17. Child/elder/spousal abuse

MOTOR VEHICLE OPERATION (POSITION SPECIFIC):

Applicants for employment with the department who, based on Department of Motor Vehicle records, display a propensity for any of the following may be disqualified from consideration for employment:

1. Driving under the Influence-alcohol/narcotics
2. At-fault traffic accidents
3. Moving or non-moving violations of the California Vehicle Code

CRIMINAL CONDUCT/LATERAL ENTRY:

Applicants for employment with the department who are presently employed by any public criminal justice agency shall be required to sign a disclosure statement authorizing the department to reveal to their present employer any admissions of criminal conduct which occurred, or which may have occurred, during their employment for that agency. Upon written demand of the department head of any such agency, and consistent with this order, the

department shall fully cooperate with any official investigation initiated by that applicant's present employer concerning any such admissions of criminal activity.

CRIMINAL CONDUCT/OUTSTANDING ARREST WARRANTS:

Any person who has an outstanding warrant for his/her arrest shall not be eligible for employment with the department.

GROSS MISCONDUCT:

Any person who, as an adult, has been previously dismissed from any employment or discharged from the Armed Forces of the United States for proven gross misconduct shall not be eligible for employment with the department. "Gross misconduct" shall include, but not be limited to:

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|---|---|
| 1. Embezzlement | 6. Desertion |
| 2. Willful disobedience of a lawful order | 7. Assault under color of authority |
| 3. Sexual harassment | 8. Battery against any coworker or supervisor |
| 4. False statements to superior officers | 9. Terrorist threats against any coworker or supervisor |
| 5. Filing false official reports | |

DISHONORABLE/LESS THAN HONORABLE DISCHARGE FROM THE MILITARY SERVICE:

Any person who has been dishonorably or less than honorably discharged from the Armed Forces of the United States shall not be eligible for employment with the department.

USERS OF ILLEGAL DRUGS/CURRENT:

Any person who is a current user of illegal drugs shall not be eligible for employment with the department. "Current" user of illegal drugs shall mean any person who has illegally used any controlled substance (as defined in Schedules 1 through 4 of the Uniform Controlled Substance Act) within one year of application. All applicants for employment with the department shall undergo a chemical test designed to reveal the presence of illegal drugs.

USERS OF ILLEGAL DRUGS/PRIOR:

Any person who has previously and unlawfully ingested any controlled substance classified as a hallucinogenic or other controlled substance (as defined in Schedules 1 through 4 of the Uniform Controlled Substance Act) shall not be eligible for employment with the department.

Any person who has, within the past three to five years, and as an adult, illegally possessed any controlled substance (as defined in Schedules 1 through 4 of the Uniformed Controlled Substance Act), excluding the simple possession of an ounce or less of marijuana, may not be eligible for employment with the department.

FALSE STATEMENT(S) ON APPLICATION:

Any applicant for employment with the department who makes any knowing and deliberate false statement or omission of material fact on any application document for the department shall not be eligible for employment. False statements include deliberately non-responsive answers and knowing evasions of any type. Knowing and deliberate false statements or omissions of material facts discovered on any application document at any time following employment with the department shall be immediately investigated, and where proven, shall be grounds for dismissal.

FRAUDULENT APPLICATION DOCUMENT(S):

Any applicant for employment with the department who knowingly offers any altered or fraudulent document(s) in connection with his/her application for employment with this department shall not be eligible for employment. Where such altered or fraudulent document(s) are discovered subsequent to employment with the department, such shall be immediately investigated, and where proven, shall be grounds for dismissal.

INVOLUNTARY SEPARATION FROM EMPLOYMENT:

Any applicant for employment with the department who, as an adult, has been dismissed from employment "for cause" two or more times shall not be eligible for employment.

DELINQUENCY ON FINANCIAL OBLIGATIONS/CHILD OR SPOUSAL SUPPORT:

Any applicant for employment with the department who is presently delinquent or in the arrears for any court-ordered child or spousal support payments shall not be eligible for employment.

DELINQUENCY ON FINANCIAL OBLIGATIONS/COLLECTIONS:

Any applicant for employment with the department who is presently in collections for any valid credit obligation may not be eligible for employment.

TOTALITY OF CIRCUMSTANCES:

The City of Montclair will strive to consider the "totality of circumstances" when reviewing an applicant's background and suitability for public service. The final decision for employment or disqualification rests with the Chief of Police.