



POLICE OFFICER (LATERAL)

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

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

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

Police Officers work a 4/10 – 3/12 work week.

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.

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 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.

QUALIFICATIONS, KNOWLEDGE, AND ABILITIES

Must be currently enrolled in, *or* hold a certificate of completion from a POST-certified basic academy, *or* be currently employed as a peace officer with a California law enforcement agency and possess a California POST Basic Certificate. Graduation from high school or GED required. Hearing normal. Must have a valid Class C California driver license. Must successfully complete a background investigation.

Skills/Abilities to: understand departmental rules, policies, laws, and regulations, together with an aptitude for law enforcement work; perform well under stress; analyze situations and adopt a quick, effective, and reasonable course of action; write clear and accurate reports; understand and follow oral directions; and deal with the public in a tactful, courteous, and effective manner.

SELECTION PROCESS

1. Completion of Montclair's application form and supplemental questionnaire are required for police officer applicants. Resumes will not be accepted in lieu of applications. **A copy of your POST or academy certificate must be attached to your application.**
2. Applications will be reviewed for conformance with listed qualifications.
3. When a sufficient number of applications is received, qualified candidates will be invited to participate in a physical capability examination. Candidates will be notified of the date.
4. Candidates passing the physical capability examination will be invited to participate in an oral board interview.
5. Names of successful candidates will be placed on an eligibility list from which selection(s) will be made.
6. Top candidate(s) on the eligibility list will be interviewed by the Chief of Police. Candidate(s) receiving his recommendation will be required to pass a background check, psychological evaluation, polygraph examination, and a medical examination (including a drug screen) before being employed.

APPLICATION PROCEDURE

City application forms are available on-line at www.cityofmontclair.org. Completed and signed applications with required supplement and certificates/licenses 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.

**Includes other special pays. Longevity Conduct Pay subject to criteria as outlined in MOU.*

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.

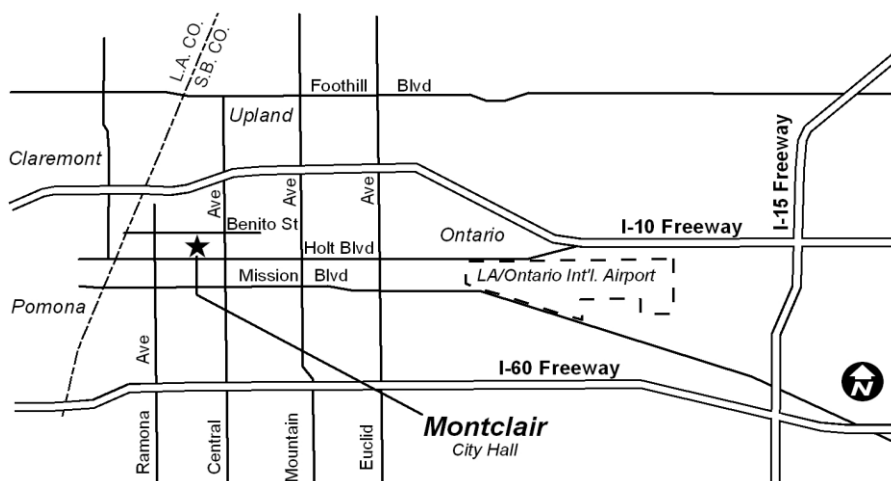
Nonshift employees receive 80 hours of vacation after one year of service; 120 hours after five years of service; 160 hours after ten years of service; and 200 hours after 20 years of service. Shift employees receive 145.21 hours of vacation after one year of service; 217.79 hours after five years of 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:

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

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:

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| 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 | 10. Assault under the color of authority |
| 2. Robbery | 11. Any offense declared by law to constitute a “hate crime” |
| 3. Possession of a controlled substance for sale | 12. Embezzlement |
| 4. Assault with a deadly weapon | 13. Sexual assault |
| 5. Lewd acts with a child | 14. Burglary |
| 6. Perjury | 15. Arson |
| 7. Homicide | 16. Identity theft |
| 8. Grand larceny/grand theft auto | 17. Child/elder/spousal abuse |
| 9. Theft of public funds | |

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.