



Employment Information

Application forms and additional employment information may be obtained from:

Human Resources Office - City Hall-North
1600 Truxtun Avenue
Bakersfield, California 93301

www.bakersfieldcity.us/gov/depts/human_resources/default.htm

You may also register for future recruitment notification at:

<http://agency.governmentjobs.com/bakersfield/default.cfm?action=openjobrequest>

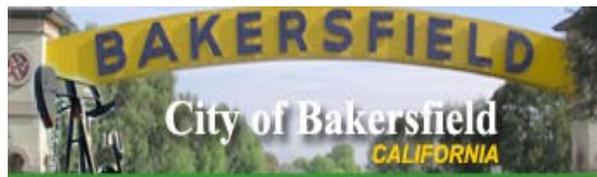
Office hours are Monday through Friday, 8:00 a.m. to 5:00 p.m., with the exception of holidays. Completed applications and required attachments must be received by the Human Resources Office no later than the filing deadline (as stated when the position is posted). Postmarks are not accepted. Resumes will not be accepted in lieu of the City application. Applications are accepted and evaluated without regard to applicant's race, religious or political affiliation, national origin, gender or disability. All new City employees will be fingerprinted.

Loyalty Oath – All persons are required by law to sign a loyalty oath to the United States and State of California Constitutions at the time they are hired.

Probationary Period – All Police Department Employees are subject to a probationary period of one year.

Residence – Residence in the City of Bakersfield or within 60 minutes driving time of City Hall is required within six months of completion of the probationary period.

Immigration Reform and Control Act of 1986 makes it illegal for an employer to hire unauthorized aliens. All individuals hired for appointment to the position of Police Officer must be U.S. citizens. In conformance with this legislation, verification of the selected candidate's identity and employment authorization will be required at the time the employment offer is made.



Incorporated on January 11, 1898, the City of Bakersfield is an emerging urban center encompassing 150 square miles at the southern end of the San Joaquin Valley. Bakersfield is growing at a rate of four percent per year with a current population of over 369,500 and approximately 874,000 in the greater metropolitan area.

A variety of sporting events for both spectators and participants, nearby camping, fishing and hiking, bike trails, historical sites and cultural events are available.

Bakersfield is 113 miles north of Los Angeles, 140 miles east of Pismo Beach, 291 miles south of San Francisco and centrally located to many recreational destinations. There is an excellent school system, including 18 high schools, one junior college and one State University.



POLICE DEPARTMENT Employment Opportunities



1601 Truxtun Avenue
Bakersfield, California 93301
(661) 326-3732

Email: recruiting@bakersfieldpd.us

www.Bakersfieldpd.us

Military Veterans, women and minority applicants encouraged to apply.

AA/EOE/ADA

City of Bakersfield

Police Department

The City of Bakersfield Police Department recruits qualified persons for the position of Police Officer at various times throughout the year.

The Bakersfield Police Department has an authorized complement of 404 sworn officers, and 148 civilian employees.

There are many opportunities available to officers within the Department including:

- K-9
- S.W.A.T.
- Special Enforcement Unit
- Bomb Squad
- Traffic Enforcement
- Vice / Narcotics
- Police Activities League (PAL)
- Criminal Investigations
- Bicycle Patrol
- Homeland Security Unit
- Community Relations Unit
- Personal Patrol Vehicle (PPV) Program

Salary

Police Officer – The monthly base salary for the position of Police Officer ranges from \$4,915.38 to \$5,986.93 per month plus Public Safety Employee benefits. Additional wage incentives include the following:

- 5% for Intermediate POST Certificate
- 5% for Advanced POST Certificate
- \$1,300 Yearly Uniform Allowance
- Bilingual Pay
- Hazard Pay for Specialty Assignments

Entry Level Candidates may be placed in a classification of Police Trainee at a monthly starting salary of \$3,925.65. Police Trainees may be appointed for a period not to exceed one year; during this time, the Trainee must qualify by completion of all Academy training requirements for appointment as a Probationary Police Officer. Police Trainees who successfully complete the six month Police Academy will be appointed as Probationary Police Officers.

Minimum Qualifications

Age – Police Trainee Applicants must be 20 years and six months of age at time of the written exam.

Education – California P.O.S.T. requires possession of a U.S. high school diploma or GED equivalency.

Citizenship – Must be a U.S. citizen or permanent resident alien who is eligible and has applied for citizenship.

License – Applicants must possess a valid Class “C” California driver’s license.

Physical Condition / Vision– Good physical condition. Vision and physical conditions must satisfy established POST Medical Standards as provided on their website: <http://post.ca.gov/medical-screening-manual.aspx>

Felony– Record must be free from any felony convictions.

Examinations

Written Examination (Pass/Fail) – The testing process for ENTRY level Police Trainee candidates begins with the PELLETB written exam which measures reading and writing ability.

Physical Agility Examination (Pass/Fail) – Those candidates who PASS the written exam will be invited to participate in the physical agility exam, designed to measure job related physical characteristics of strength, agility and stamina required of a Police Officer.

Oral Appraisal Interview (Weighted 100%) – Appraisal will be made of the applicant’s personal qualifications, education/training, and experience. A minimum rating of 70% is required to qualify for the eligibility list.

Background Investigation (Pass/Fail) – Prior to appointment, applicants must successfully complete an investigation of their personal history and background which includes a polygraph to determine suitability for the position of Police Officer with the Bakersfield Police Department.

Psychological / Medical Examinations – Applicants who receive a conditional offer of employment must successfully pass a psychological examination and pre-placement medical exam which will include a substance abuse screening.

Public Safety Employee Benefits

Holidays – Full time employees receive 13 paid holidays per year.

Vacation – After 12 months of continuous service, employees are eligible for 10 days of vacation per year; 15 days after 5 years and 20 days after 14 years.

Sick Leave – Full time employees earn sick leave at the rate of one working day per month of service, to a maximum of 120 days; portions thereafter, are convertible to pay and/or vacation.

Insurance – The City contributes toward the employee’s premium for both health and life insurance policies. If the employee desires to have his or her dependents participate in the health plan, the employee will contribute toward the premium payment.

Retirement – Benefits are provided by participation in the Public Employee’s Retirement System (CalPERS). Contributions plus interest may be withdrawn upon termination of employment.

Other Benefits – Optional participation in a deferred compensation program, Employee Assistance Program (EAP), Health Maintenance Program, College Tuition Reimbursement Program, supplemental insurance and Credit Union is available.

Other Incentives – Employee Recognition Programs are available which benefit employees and foster a positive work environment.

