



CITY OF BAKERSFIELD
Human Resources Division
1600 Truxtun Avenue, Bakersfield, CA 93301
(661) 326-3773 / <http://www.bakersfieldcity.us>
INVITES APPLICATIONS FOR THE POSITION OF:
POLICE TRAINEE (OPEN) #01437
An Equal Opportunity Employer

SALARY

\$4,154.63 - \$5,050.41/Month (Academy Police Trainee)
\$5,202.08 - \$6,336.20/Month (Upon Academy Graduation)

ISSUE DATE: 2/5/21

FILING DEADLINE: 2/19/21 by 1:00 PM Pacific Time

The City of Bakersfield is now accepting application for the position of Police Trainee. The Eligibility List established from this recruitment may be used to fill current and future vacancies within this classification. We highly recommend that you complete an On-line City application). PRIOR TO APPLYING WE RECOMMEND THAT YOU PRINT THIS JOB BULLETIN AND ATTACHED SUPPLEMENTAL QUESTIONNAIRE.

IMPORTANT: Applications from individuals who were disqualified during the Background Investigation or Polygraph process within the past six (6) month period, or failed the Psychological examination for Police Officer administered by the City of Bakersfield within the past one (1) year period, are not eligible for this recruitment and will be rejected.

REPRESENTATIVE DUTIES: This position is an entry level, non-sworn position in the Police Department. Incumbents in this position are assigned to the Basic Peace Officer Academy and must satisfactorily pass all of the requirements that lead to the possession of the Basic Peace Officer Standards and Training Certificate for appointment as a probationary Police Officer or be terminated from the trainee position.

MINIMUM QUALIFICATIONS: Applications will be accepted **only from those applicants who properly complete the application and clearly demonstrate on the City application and supplemental questionnaire** that they possess the minimum qualifications which include:

AGE: Must be 20 years and 6 months of age at time of written exam.

EDUCATION: Possession of U.S. High School Diploma or G.E.D. Possession of a two-year, four-year or advanced degree from an accredited college or university may be substituted for the high school requirement.

LICENSE: Possess a valid Class "C" California driver's license.

PHYSICAL CONDITION/VISION: Good physical condition. Weight must be in proportion to height. Vision and physical condition must satisfy established POST Medical Standards as provided on their website: <http://post.ca.gov/medical-screening-manual.aspx>)

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

FELONY: Record must be free from any felony convictions.

Highly Preferred: Applicants with ability to unite and interact with a diverse population; a commitment to serving all members of their community with sensitivity, empathy, and impartiality.

As part of the requirement to be considered for the Police Trainee position, applicants need to complete and submit a Personal History Statement (PHS) and Pre-Investigative Background Questionnaire (PIBQ) upon selection to move forward in the examination process. A copy of the PHS and PIBQ documents can be viewed and downloaded [HERE](#).

SELECTION PROCESS:

The selection process will begin with an employment application screening, with the best qualified candidate being invited to participate further in the examination process. Qualified applicants will be invited to the California POST Entry-Level Law Enforcement Test Battery (Pellet – B) Written Examination. Candidates who have achieved a Pellet B score of 42 or higher will be invited to the physical agility exam. Candidates who are successful in the Physical Agility exam will be invited to continue to compete in Oral Examination process. Additional phases of the selection process are provided on the City's Website under News & Highlights [CLICK HERE](#).

The City of Bakersfield is an Equal Opportunity Employer and supports workforce diversity. We are looking for individuals who represent and will uphold the values of our citizens. Police Officer candidates who are compassionate, professional, accountable, and possess a passion for public service are highly encouraged to apply. BPD strongly believes that having the best employees provides the best service to the community and make us #thesoundofsomethingbetter.

- * 1. Do you possess a U.S. High School diploma, G.E.D., two-year, four-year or advanced degree from an accredited high school, college, or university?
 Yes No
- * 2. Are you or will you be at least 20 years and 6 months of age by the written examination date of March 6, 2021?
 Yes No
- * 3. Do you possess a valid driver's license? Please note that this will be verified in the background process.
 Yes No
- * 4. Are you a U.S. Citizen or permanent resident alien who is eligible and has applied for citizenship?
 Yes No
- * 5. I have reviewed the description of the Physical Agility Obstacle Course on the website at www.bakersfieldjobs.us and understand the physical requirements of this exam.
 Yes No
- * 6. I have reviewed and understand the tentatively scheduled dates of all the listed examinations on the website, and will be able to attend accordingly.
 Yes No
- * 7. I understand I am only allowed to complete the CA POST Entry-Level Law Enforcement Test (PELLET - B) examination once in a 30-day time period.
 Yes No
- * 8. Applicants may use a T-Score of 42 or higher derived from a CA POST Entry-Level Law Enforcement Test Battery (PELLET-B) exam administered **on February 19, 2020 or later** by the City of Bakersfield or with another agency/academy. I understand that I will need to submit the "official" T-Score on that agency's/academy's letterhead which includes test date, type of test administered, and test results with my application by the filing deadline of February 19, 2021, or I will be required to take the written exam that will be given from March 5, 2021 – March 6, 2021. Pellet-B exam scores of 42 or higher administered on or after February 19, 2020 may be scanned and uploaded at the time of your application; may be emailed to Human Resources at AdmHrs@bakersfieldcity.us or faxed to (661) 852-2070. Please be sure to reference the recruitment name and number (i.e. Police Trainee #01437), and submitted to the attention of Sandy Duncan.
 Yes No
- * 9. Have you ever been convicted or pled guilty to a criminal offense(s)?
 Yes No
- * 10. If you answered "yes" to question #9, please indicate the type of offense. If you answered "no" to question #9, please mark "N/A".
 Felony
 Misdemeanor
 N/A
11. If you answered "yes" to question #9, you are required to advise of the following:
 a). What was the date(s) of the conviction(s)?
 b). Where was the location of the offense(s) (City/State)?
 c). Describe the nature of the offense(s).
- * 12. I understand that I am not eligible for this recruitment and will be rejected if I have been disqualified during the Background Investigation or Polygraph process within the past six (6) month period or failed the Psychological examination for the Police Officer position administered by the City of Bakersfield within the past one (1) year period.
 Yes No
- * 13. I understand that it is **HIGHLY RECOMMENDED** that I apply on-line and provide an email address and mobile phone number for this recruitment. If an e-mail address and mobile phone number are provided, all future correspondence from the City will be via e-mail or text message. NOTE: Please keep contact information up-to-date and ensure that your email spam filter allows you to receive messages from HumanResources@bakersfieldcity.us

PLEASE DOCUMENT THE TENTATIVE TIMELINE

- Written Exam – March 5 – March 6, 2021
- Physical Agility Exam – March 12 - March 13, 2021 (For Applicants who submitted a valid Pellet B Score with their application) March 26 – March 28, 2021 (For Applicants who pass the written exam taken on March 5 – 6, 2021)
- PHS/PIBQ submission due at time of agility exam
- Oral Appraisal Interviews – April 5 - 9, 2021
- Polygraphs, Live Scans and Background Screen – April 14, 2021 – May 28, 2021
- Conditional Job Offers – June 2 - 4, 2021
- Start date – July 12, 2021

Yes No

* **Required Question**