



The City of Tehachapi Invites Applications for the Position of:

POLICE OFFICER

LATERAL or ACADEMY GRADUATE

Salary Range

\$43,740 - \$62,100 Annually

FILING DEADLINE:

CONTINUOUS

Applications can be obtained at Tehachapi City Hall at 115 South Robinson Street, Tehachapi or by visiting our website

www.liveuptehachapi.com

Applicants should submit a resume, cover letter, and the City's Employment Application

Applications should be submitted to:

City of Tehachapi

ATTN: Personnel

**115 South Robinson Street,
Tehachapi, CA 93561**

The City of Tehachapi is an Equal Opportunity Employer

About the Position

The Tehachapi Police Department is seeking qualified individuals to join our team. We are searching for candidates who are highly motivated and demonstrate critical thinking skills, self-initiative, maturity, and leadership potential.

A Police Officer, under general supervision, prevents crimes, enforces laws and ordinances to protect life and property, conducts preliminary and follow-up investigations of criminal incidents, vehicle accidents, and disturbances, prepares reports of activities performed and assumes duties related to the position as required. Officers perform a variety of duties involved in the enforcement of laws and the prevention of crime.

Qualifications (at time of appointment)

- 21 Years of Age
- Possess POST academy certificate prior to appointment
- Must be a United States Citizen or a permanent Resident Alien who is eligible and has applied for citizenship
- Possess valid California Driver's License
- No felony convictions
- Physically fit
- Meet firearms proficiency standards
- Able to successfully complete a comprehensive pre-employment background investigation, medical examination, psychological suitability examination and drug screen.

POLICE OFFICER

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BENEFITS

- 2% @ 50 for PERS Classic Members
- 2.7% @ 57 for New PERS Members
- Classic Members contribute 9% and New Members contribute 11.5% of PERS contribution
- Vacation accrual
- Sick leave accrual
- 115 paid holiday hours per year
- Incentive pay for Field Training Officers and School Resource Officer
- Health, Dental and Vision Plan for employee and family
- \$1,000 per year uniform allowance
- 12 Hour shifts for Patrol Officers
- \$1,000 per year continuing education reimbursement
- Deferred compensation plan
- 5% incentive pay for Intermediate POST Certificate
- Additional 5% incentive pay for Advanced POST Certificate
- \$100 per month incentive pay for demonstrated bilingual proficiency
- Life Insurance 2X annual salary (Max \$150k)

DESIRABLE QUALIFICATIONS

Ability to:

- Think and act quickly in emergencies and assess situations and people accurately.
- Use and care for firearms and other safety equipment.
- Observe and accurately report incidents observed.
- Prepare accurate and grammatically correct written reports.
- Understand and follow both oral and written directions.
- Learn, understand, and interpret criminal laws as well as policies and procedures.
- Properly operate and clearly communicate using police radio equipment.
- Engage in proactive Community Policing Activities
- Establish and maintain cooperative working relationships with community members
- Engage in cooperative problem solving.
- Participate in community meetings and presentations.
- Address "quality of life" issues within the community.

SELECTION PROCEDURE

Applications received will be reviewed for accuracy, completeness and job-related qualifications. A limited number of candidates whose applications clearly demonstrate they most closely meet the requirements may be invited to participate in the selection process, which may include any combination of written, oral and/or performance exams. Appointment is subject to successfully passing a comprehensive pre-employment background investigation, criminal history check, physical examination, psychological examination and drug screen.

The City of Tehachapi is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the City of Tehachapi will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective employees and incumbents to discuss potential accommodations with the employer.

