



## POLICE OFFICER

(Lateral Transfer / Academy Graduate / Academy Attendee / PO Trainee)

### SALARY:

**Police Officer** (Lateral/AG): \$7,277 – 8,846/month, Total Compensation (Salary effective July 1, 2007)  
**Academy Attendee / Police Officer Trainee** while attending academy: \$30/hour

### THE COMMUNITY:

The City of Newark, California is located in southern Alameda County at the east end of the Dumbarton Bridge, 30 miles south of Oakland and 15 miles north of San Jose. Newark's population is approximately 43,700, with an encompassed area of approximately 13 square miles. Newark enjoys cosmopolitan benefits while maintaining a small town atmosphere.

### THE POSITION:

Newark Police Officers patrol within fixed sectors of the City. Officers investigate all criminal complaints and handle other calls for service from the community. The Newark Police Officer enjoys a variety of specialized assignments including Detectives, traffic unit, canine unit, School Resource Officer (SRO), and the Southern Alameda County Narcotics Enforcement Team (SACNET). New officers receive field training from an experienced NPD officer prior to assuming the responsibilities of a solo beat officer.

The City of Newark Police Department has implemented a 3/12½ work schedule (160 hours per 28-day cycle) for the Patrol Division.

### MINIMUM QUALIFICATIONS:

- **Lateral Transfer** applicants **must** possess a P.O.S.T. Basic Certificate and have been employed as a peace officer in the State of California within the last 12 months. A copy of the certificate is required with the application.
- **Academy Graduate** applicants **must** have successfully completed a California P.O.S.T. certified academy and possess a current P.O.S.T. Basic Certificate. A copy of the certificate is required with the application.
- **Academy Attendee** applicants **must** provide, along with the application, proof of current enrollment in a P.O.S.T. Basic Academy to be waived from the written and physical abilities exams. Proof of enrollment is a letter from the Academy on letterhead clearly indicating dates of enrollment.
- **Police Officer Trainee (Entry-Level)** applicants **must** submit, along with the application, verification of successful completion of the P.O.S.T. Police Officer Written and Physical Abilities examinations. The applicant must have a "T-Score" of 46 or higher on the written exam. This certification may be obtained through the South Bay Regional Public Safety Training Consortium. You must contact them in advance at 408-270-6458 to schedule a date and time to take the exams. Be sure to let them know that you are taking the exam for the City of Newark. The certification of the written and physical abilities examinations must be dated within 12 months of the oral board examination.
- **All Applicants:**
  - A high school diploma or equivalent;
  - US Citizenship or Permanent Resident Alien (California State law requires that permanent resident aliens who desire to be employed as peace officers must apply for citizenship before application for employment as a peace officer);
  - Possession of a valid California Driver's License and a satisfactory driving record;
  - Age 21 by date of appointment;
  - Physical capacity to meet standards established by the City of Newark;
  - 20/20 corrected vision in both eyes. 20/80 uncorrected vision (both eyes) for those wearing glasses or hard contact lenses. Uncorrected vision requirements **may** be waived for persons wearing soft contact lenses upon verification of vision stability.

### SELECTION PROCESS:

Applications will be screened for completeness. Candidates who meet the minimum qualifications will be classified to the appropriate recruitment level (entry-level P.O. Trainee, Academy Attendee, Academy Graduate, or Lateral Transfer).

Depending upon the current staffing needs of the department, candidates will be invited to an oral panel interview exam. Oral Panel Interviews are scheduled on an as needed basis. The selection process may also include a Report Completion Exercise (RCE). Based on the results of the oral panel interview and the RCE, one eligibility list will be developed for Academy Graduate and Lateral Transfer candidates (based on oral panel score and RCE score), one list for Academy Attendee (based on oral panel score and RCE score), and one list for entry-level Trainee candidates (based on P.O.S.T. written exam score, oral panel score and RCE score). Qualified candidates are placed on an applicable Eligible List in alphabetical order within bands based on final examination scores. The eligible lists shall be in effect for a period of six months and may be extended up to a maximum duration of two years. The Newark Police Department then selects candidates from the applicable Eligible Lists to invite to a department Command Staff interview.

Prior to receiving a conditional offer of employment, successful candidates will be required to undergo a thorough background investigation including, but not limited to, personal history, work history, education, conviction record, a polygraph examination, and fingerprinting. As part of the final selection process the City will require a candidate to submit to a psychological evaluation and a pre-employment medical examination which will include testing for the presence of drugs and alcohol.

Academy Attendee and Trainee applicants that are selected for hire will be hired as Police Officer Trainees until graduation from the Academy; then may be appointed to a Police Officer position.

#### **HOW TO APPLY:**

**A completed and signed City application and an applicant statement are required.** Lateral Transfer and Academy Graduates must submit a copy of their current P.O.S.T. certificate. Academy Attendees must provide proof of current enrollment. Trainee applicants must provide verification of successful completion of P.O.S.T written and physical abilities examinations. To request an application and an applicant statement, please contact our office at 510-578-4267 or visit our website at [www.newark.org](http://www.newark.org).

#### **THIS IS A CONTINUOUS RECRUITMENT.**

**The City of Newark is an EQUAL OPPORTUNITY EMPLOYER.**

#### **BENEFITS:**

Bilingual pay, educational reimbursement, educational incentives, 7.5-16.67 hours per month of vacation accrual (depending on length of service), 8 hours per month of sick leave, sick leave incentives, Longevity Pay (depending upon years of service), 5% holiday-in-lieu pay, and \$58/mo uniform allowance. Comprehensive medical, dental and vision insurance coverage for employees and dependents are available at group rates.

#### **RETIREMENT:**

The City provides 3%@50 membership along with the indexed level 1959 Survivor Benefit Option, special retirement credit for unused sick leave, military service credit for prior service and one year highest compensation calculation. Employees automatically become members of the Public Employees' Retirement System on the first day of their employment and are required to contribute 9% as the employee's share of the cost. In addition, all safety employees contribute a matching percentage of salary when the employer rate exceeds 17% to a maximum of 25%. Newark does not participate in Social Security.

The information contained in this Employment Opportunity flyer is subject to change and does not constitute either an expressed or implied contract.

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