



POLICE OFFICER

(Lateral Transfer / Academy Graduate)

SALARY:

Police Officer (Lateral/AG): \$7,497 – \$9,113 /month, Total Compensation (Salary effective 01/01/2012)

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 Bay Area 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 (K9) unit, School Resource Officer (SRO), Special Enforcement Team (SET), and Southern Alameda County Major Crimes Task Force (SACMCTF). 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. A copy of the academy certificate is required with the application.
- **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:

Application period may close at any time.

Applications will be screened for completeness. Candidates who meet the minimum qualifications will be classified to the appropriate recruitment level (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). 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.

HOW TO APPLY:

A completed and signed City application and an applicant statement are required. Lateral Transfer must submit a copy of their Basic or higher P.O.S.T. certificate. Academy Graduates must submit a copy of their P.O.S.T. Academy certificate. To request an application and an applicant statement, please contact our office at 510-578-4267 or visit our website at www.newark.org.

The City of Newark is an EQUAL OPPORTUNITY EMPLOYER.

BENEFITS for Police Officer:

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 (2.5% or 5% depending upon years of service), 5% holiday-in-lieu pay, and \$85 per month uniform allowance. Comprehensive medical, dental and vision insurance coverage for employees and dependents are available at group rates.

RETIREMENT:

The City provides 3%@50 Local Safety plan 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 California Public Employees' Retirement System (CalPERS) on the first day of their employment and are required to contribute 9% as the employee's share of the cost, plus 4% cost-share of the Employer's contribution, for a total CalPERS contribution of 13%. 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.

City of Newark

Human Resources Department

37101 Newark Blvd., 4th Floor, Newark, CA 94560

phone: 510-578-4267 * fax: 510-578-4259 * email: HR@newark.org * www.Newark.org