



City of South Gate Police Officer

SALARY	\$7,025.81 - \$8,966.91 Monthly \$84,309.68 - \$107,602.89 Annually	LOCATION	South Gate, CA
JOB TYPE	Full Time Classified	JOB NUMBER	202400481
DEPARTMENT	Police Department	DIVISION	Patrol Services
OPENING DATE	01/23/2024	CLOSING DATE	4/26/2024 11:59 PM Pacific

About the Position



Sign-On Bonus \$15,000

This recruitment process will close on Friday, April 26, 2024, at 11:59 p.m.

Under general supervision, police officers enforce laws and ordinances, prevent crime, protect life and property, maintain order, investigate crimes, accidents, vandalism, and detain persons suspected of criminal behavior; and emphasize community-based policing, community interaction and collaborative problem solving and perform related work as required.

Class Characteristics

The Police Officer is the journey level class in the Police Officer series in which incumbents are expected to independently perform the full scope of assigned law enforcement duties and responsibilities under general supervision. This classification is distinguished from the next higher classification of Police Sergeant in that the latter is responsible for the performance of the more complex and difficult tasks, for making command decisions in the field and for the supervision of assigned personnel and activities.

Supervision Received

Works under the direct supervision of Police Sergeant or higher-ranking position depending upon assignment.

Supervision Exercised

Does not supervise.

Examples of Essential Functions

The following functions are typical for this classification. The incumbent may not perform all of the listed functions and/or may be required to perform additional or different functions from those set forth below to address business needs and changing business practices.

Patrols assigned areas by car, foot, or motorcycle; performs crime suppression and prevention activities; makes arrests, issues citations, serves subpoenas, and warrants; gives directions and answers special calls; conducts initial and follow-up investigations; interviews victims, complainants and witnesses; answers complaints, including domestic disturbances, health code and local ordinance violations; performs surveillance activities; conducts chemical, drug and alcohol testing; investigates suspicious circumstances.

Performs selective enforcement when assigned, responds to radio messages or telephone instruction; appears at scenes of accidents, disorders, or crimes; notes and reports traffic hazards; investigates and prepares reports on accidents, offenses and damages to property.

Assists in booking and releasing prisoners; transports prisoners; appears in court on and off duty as the arresting officer; interrogates persons whose actions are suspicious; performs initial investigations of crime and violations reported.

Regulates traffic, enforces traffic laws; conducts complete accident investigations; controls and directs traffic when necessary; reports unsafe or hazardous conditions; requests objects which may endanger traffic be removed from the streets; performs crowd control, special event or riot duties; may act as a dispatcher or jailer, assists in crime prevention activities and the control of juvenile delinquency; counsels and educates the community; administers first aid in cases of emergency.

Provides assistance, information and responds to questions in collaboration with staff, citizens and public safety agencies as appropriate.

Emphasizes collaborative problem solving and community interaction in all aspects of the job and in a manner that is free of bias against any individuals or specific groups of people.

Attends special training classes and target practice.

Establishes positive working relationships with representatives of community organizations and associations, City management and staff and the public.

Minimum & Desirable Qualifications

Any combination of education and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way would be:

Education and Experience

Graduation from high school or equivalent, or have attained a two-year, four-year, or advanced degree from an accredited college or university. Graduate from a P.O.S.T. Basic Police Academy. Must obtain and maintain a valid Basic Peace Officer's Standards and Training (P.O.S.T.) Certificate within eighteen (18) months of hire.

License/Certifications/Special Requirements

Must possess a California Class C driver's license showing proof of insurance and a satisfactory driving record required at time of appointment and throughout employment in this position. Must be legally authorized to work in the United States under federal law. English/Spanish bilingual skills highly desirable. Must be 21 years of age at the time of application. Per Section 13651 PC: must be found to be free from any physical, emotional, or mental condition, including bias against race or ethnicity, gender, nationality, religion, disability, or sexual orientation, that might adversely affect the exercise of the powers of a peace officer. Background, fingerprinting, polygraph examination, and medical and psychological clearance required.

Physical Standards

Height and weight correlations must be in proper proportion according to current medical standards. Normal color vision. Visual acuity of 20/70 in each eye correctable to 20/30 in each eye. Ability to pass a physical endurance and agility examination.

Knowledge, Skills, and Abilities

Knowledge of: the organization, operation, rules and regulations of the Police Department; principles and techniques of police administration including traffic control, crime prevention, crowd disturbances and delinquency; rules of evidence; laws, ordinances and regulations affecting the work of the Department including custody of prisoners, arrest and court procedures; criminal investigation and case preparation; technical and administrative phases of crime prevention and law enforcement, including investigation and identification, patrol, traffic control and safety, record keeping and care and custody of persons and property; community policing policies and philosophy; collaborative conflict resolution skills and excellent interpersonal communication skills; community relations; governmental structure/organization of the City of South Gate and interrelations of the Police Department; principles and practices of personnel management, supervision and leadership.

Ability to: read and understand departmental policies, rules, instructions, laws, regulations and police literature; ability to analyze situations and adopt a quick, calm, effective and reasonable course of action in situations involving emotional or physical pressures; ability to write clear and accurate reports; remember names, faces and details of incidents; ability to establish and maintain effective relationships with others; ability to interact tactfully, effectively and in a positive manner with City Officials, Officials of other organization, members of other agencies, community organizations, community leaders, the media and the public; ability to understand and be sensitive to the needs and concerns of diverse populations in the City; and the ability to evaluate sensitive situations quickly and initiate appropriate action to diffuse situations and/or resolve problems.

Skill in the operation of a variety of office equipment, including computer; ability to type 25 words per minute net.

Other Important Information

California Department of Motor Vehicle (DMV) Pull Notice System

An incumbent appointed to this position is subject to enrollment in the California DMV Pull Notice Program. The Pull Notice program provides information on the incumbent's driving record and Driver's License status on a periodic basis to the City of South Gate. An employee assigned a City vehicle must acknowledge receipt and understanding of City Administrative Regulations covering the use of City vehicles.

Physical Demands and Work Environment

The physical demands and work environment described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is frequently required to walk, sit and talk or hear and may stand for extended periods of time. The employee is occasionally required to use hands to finger, handle, or feel objects, tools, or controls; and reach with hands and arms. The employee is occasionally required to climb or balance, stoop, kneel, crouch or crawl. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include normal color vision and the ability to adjust focus. The noise level in the work environment is usually quiet in the office and moderately loud when outdoors. Incumbents are occasionally exposed to outside weather conditions, traffic, dust, gas, fumes and chemicals.

Application Packets Must Include: A fully completed online employment application which:

- Covers at least the past 10 years of employment history (or longer if you have other relevant experience).
- Must be specific in describing your qualifications for this position. Failure to state all pertinent information may lead to elimination from consideration. Stating "See Resume" is not an acceptable substitute for a completed application.

Selection Process: All application materials received along with the submitted online application will be reviewed and evaluated. All information supplied by applicants is subject to verification. The testing of Police Officer will include the following:

Written Test: Qualifying - The written test will be a 100 item multiple choice test. Candidates must obtain a passing qualifying score on this test in order to proceed to oral interview.

Oral Interview: 100%

Physical Agility: Qualifying –The agility test is to evaluate the candidate's endurance, strength, agility, and speed.

Background: Prospective employees are also subject to and must successfully pass a thorough and extensive background investigation, which will include a polygraph examination. Prospective employees will receive a complete medical examination, including a stress EKG, and drug/alcohol screen; and psychological evaluation, prior to appointment.

Hiring Interview: Prospective employees will be interviewed by the Chief of Police and must successfully pass this interview to proceed in the process.

- Candidates who successfully complete all phases of the selection process will be placed on an eligibility list. Current and future vacancies will be filled from this list. Lists typically last for 12 months, but may be extended or abolished in accordance with the City's Civil Service rules and regulations.
- The City supports a Drug-Free Workplace.
- New employees must complete a verification form designated by the United States Department of Homeland Security, Citizenship and Immigration Services, that certifies eligibility for employment in the United States of America.
- Individuals who require a reasonable accommodation to participate in any phase of the selection process must make such a request during the application process by notifying the Human Resources Office.

The provisions of this announcement do not constitute an expressed or implied contract and any provisions contained in this announcement may be modified or revoked without notice.

Equal Opportunity Employer

The City of South Gate is an Equal Opportunity Employer. In compliance with all applicable Federal and State laws, it does not discriminate on the basis of race, color, national origin, ancestry, marital status, age, religion, disability (mental or physical), medical condition, genetic characteristic or information, sex (including gender, gender identity, gender expression, or pregnancy), sexual orientation (including homosexuality, bisexuality, or heterosexuality), or military or veteran status in its employment actions, policies, procedures, or practices.

The City of South Gate

The City of South Gate is a busy urban community consisting of residential, commercial, and industrial development, spread over 7.41 square miles. It is currently ranked the 79th largest city in California with a population of approximately 97,000. Strategically located along the 710 freeway, the City is just 12 miles southeast of downtown Los Angeles.

Agency

City of South Gate

Address

Human Resources Office, City of South Gate
8680 California Avenue
South Gate, California, 90280

Website

<http://www.cityofsouthgate.org/>

Phone

(323) 357-5835