

# CITY OF GARDENA

1700 WEST 162<sup>nd</sup> STREET / GARDENA, CALIFORNIA 90247-3778 / (310) 217-9509

Web Site: [www.gardenapd.org](http://www.gardenapd.org) or [www.ci.gardena.ca.us](http://www.ci.gardena.ca.us)

## POLICE OFFICER LATERAL

(1) \$4,862 (2) \$5,105 (3) \$5,360 (4) \$5,628 (5) \$5,909

LONGEVITY PAY shall be granted to affected employees who have completed satisfactory service with the Gardena Police Department with bonuses granted based on the following schedule:

7 Years of Service = 2.5% of base  
12 Years of Service = 5.0% of base  
20 Years of Service = 10.0% of base  
26 Years of Service = 15.0% of base

PROBATIONARY PERIOD is 12 months following completion of Academy.

STEP 1: *Granted upon successful completion of Academy*  
STEP 2: **Granted after 6 months continuous and satisfactory service at Step 1.**  
STEP 3: **Granted after one year continuous and satisfactory service at Step 2.**  
STEPS 4 & 5: **Granted on an annual basis following continuous and satisfactory service.**

SPECIALIST BONUS \$450 per month

### EDUCATIONAL BONUS PAY

6% of base salary for AA/AS Degree or P.O.S.T. Intermediate Certificate.  
12% of base salary for BA/BS Degree or P.O.S.T. Advanced Certificate.

UNDER GENERAL SUPERVISION Will perform law enforcement, crime prevention and other duties related to the position as required.

### MINIMUM QUALIFICATIONS

AGE: 21 years at time of appointment to Step 1.  
EDUCATION: Graduation from high school or equivalent G.E.D. Certificate.  
CITIZENSHIP: U.S. citizen or must have applied for U.S. citizenship in compliance with Section 1031.5 of the Government Code.  
HEIGHT, WEIGHT, GENERAL HEALTH: Applicants must have the capacity both mentally and physically to perform the essential duties of a Gardena Police Officer as determined by a qualified psychologist and/or medical examiner.  
LICENSE: Must possess a valid Class "C" California Driver's License, or if licensed in another state, be capable of securing the required California license.

(over)

(rev 07-2008)

# FILING, SELECTION & TESTING PROCESS

To apply, submit a City of Gardena Employment Application to the address below. Incomplete or illegible applications will not be accepted. No FAX or E-mail copies. Applications must be submitted to the Personnel Office. Recruitment is on a continuous basis with testing scheduled as needed. All applications will be reviewed and only those that demonstrate the best combination of qualifications and experience in relation to the requirements of the position will be invited to participate in the examination process.

Prior to appointment, the applicant must meet minimum standards established by the Commission on Peace Officer Standards and Training and the City of Gardena. Applicants must pass processes listed below:

1.	Written Exam	Waived
2.	Physical Agility	Waived
3.	Oral Interview	100%
4.	Polygraph Examination	Qualifying
5.	Psychological Evaluation	Qualifying
6.	Medical Examination	Qualifying
7.	Background Investigation	Qualifying
8.	Chief's Oral Interview	Qualifying

## AN EQUAL OPPORTUNITY EMPLOYER

THE CITY OF GARDENA DOES NOT DISCRIMINATE ON THE BASIS OF RACE, RELIGION, COLOR, NATIONAL ORIGIN, ANCESTRY, DISABILITY, MARITAL STATUS, AGE, SEX OR SEXUAL ORIENTATION.

THE CITY OF GARDENA MAINTAINS AND ENFORCES A ZERO-TOLERANCE POLICY RELATING TO SUBSTANCE ABUSE AND MAINTAINS A SMOKE-FREE WORKPLACE.

**SUBMIT APPLICATIONS TO:** CITY OF GARDENA PERSONNEL OFFICE  
1700 W. 162ND STREET, GARDENA, CA 90247  
24-HR. JOB LINE: (310) 217-9515 / [www.ci.gardena.ca.us](http://www.ci.gardena.ca.us)

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## POLICE OFFICER LATERAL BENEFIT PACKAGE

<b>VACATION:</b>	Accrue 9.75 hours/month from 1-4 years, increasing with years of service.
<b>SICK LEAVE:</b>	12.5 hours per month, with annual Sick Leave buy-back plan.
<b>HOLIDAYS:</b>	15 holidays per year, with annual Holiday buy-back plan.
<b>RETIREMENT:</b>	The City participates in the California Public Employees' Retirement System (CalPERS, 3% @ 50) with the City paying the total contribution of 9% (Safety Member Coverage Group).
<b>HEALTH INSURANCE:</b>	Health, vision, prescription and dental coverage is provided. The City currently pays the entire premium for employee plus one dependent.
<b>DEFERRED COMP:</b>	Available to interested employees.
<b>CREDIT UNION:</b>	Savings and loan services available through the South Bay Credit Union.
<b>WORK SCHEDULE:</b>	Patrol Officers work a 3/12 ½ plan. All others work 4/10 plan.
<b>UNIFORM ALLOWANCE:</b>	\$700.00 annually.
<b>BILINGUAL PAY:</b>	\$800.00 annually.
<b>TUITION REIMBURSEMENT:</b>	The City pays \$1,500 per year for tuition and books for approved courses.
<b>IMMIGRATION REFORM &amp; CONTROL ACT OF 1986:</b>	In compliance with the Immigration Reform & Control Act of 1986, new employees must verify identity and entitlement to work in the United States by providing required documentation.

**THE CITY OF GARDENA IS AN EQUAL OPPORTUNITY EMPLOYER**



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