POLICE OFFICER (LATERAL ENTRY) 2016

REQUIREMENTS

Experience/Training

California Applicants:

- A current peace officer in the State of California.
- Graduation from an Academy approved by the Torrance Police Department.

Out-of-State Applicants:

Will be required to attend a Police Academy approved by the Torrance Police Department.

Note for all applicants: Upon appointment, all officers are placed in our Field Training Program for up to seven months. Those with at least one year of experience may be released from the Field Training Program as early as three months. Officers with less than one year of prior service typically spend seven months in field training.

Education

High School graduate.

Note: California High School Equivalency Certificate is acceptable.

Certificates/License

Must possess a **P.O.S.T. Basic Certificate**.

Valid California Driver's License (prior to appointment date).

Age

Must be age 21 by the date of filing.

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SALARY

The base salary is $81,072 annually (effective 1/1/16).

BENEFIT HIGHLIGHTS

- Employees receive retirement benefits through the California Public Employees Retirement System (CalPERS). Employees hired after January 1, 2013, that are new to CalPERS, or are returning members with a break in service greater than six months, will be enrolled in the formula 2.7% @ 57 retirement plan which is funded through contribution from both employer and employee cost sharing.
- The City pays up to $1256.60/month for Family Health coverage. City paid Dental and Vision Insurance. Flexible Benefit plan provides tax-free options for medical, dental and child care expenses.
- Employees also contribute 1.45% toward Medicare.
- City paid retiree stipend of $332 monthly.
- Four/Ten or Three/Twelve work week.
- Twelve paid holidays per year.
- Vacation/Personal Leave of 132 hours per year after the first year increasing with service to 296 hours per year.
- 96 hours of Sick Leave per year.
- Bilingual Pay.
- Education Incentive program – up to 16% above base salary.
- Premium Pay for special assignments.
- Deferred Compensation Plan with City contributions.
- Long-Term Income Protection Plan for non job-related injury or illness.

For more benefit information, go to http://www.torranceca.gov/10032.htm#. This position is represented by Torrance Police Officers Association.

For more information about the Torrance Police Department, go to http://www.TorranceCA.Gov/TPD/

APPLICATION PROCEDURE

Applications are being accepted on a continuous basis. You must apply on-line by clicking here. A copy of your POST certificate is required and can be uploaded/attached at the time of application submission.

SELECTION PROCESS

Applications will be reviewed and only those candidates whose training and experience best meet our requirements will be invited to the examination.

Examinations will be conducted on a periodic basis depending on the needs of the City and the number of applicants. The examination will consist of an interview (weighted 100%) which will explore the candidate's background, training, experience, and fitness for the position.

Prior to selection, candidates must qualify in a thorough background investigation, medical examination, and psychological evaluation.

Names of candidates will be retained on the eligible list (list for hire) for a period of six months.

Applicants with disabilities who require special testing arrangements must contact Human Resources **prior** to the final filing date.

The provisions of this announcement do not constitute an expressed or implied contract and any provisions contained in this announcement may be modified or

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