



An Equal Opportunity Employer

## **POLICE CADET**

**\$13.48 - \$16.38/Hr.**

This is a part-time position (20-30 hours of duty per week) with no fringe benefits other than salary and sick leave accrual as per the Healthy Workplace/Healthy Families Act of 2014. Police Cadets are non-sworn personnel and are generally assigned to the Special Services Division of the Police Department. Under limited supervision, Cadets perform varied responsible tasks supporting general Police Department work, and perform related work as assigned. Though not required, this position provides valuable experience through limited exposure to the various aspects of law enforcement which would be helpful to a candidate interested in seeking a future career as a Police Officer.

### **REPRESENTATIVE DUTIES**

Cadets may be assigned to one or more of the following positions:

**Records** - Assists in Records Bureau as Citation Clerk processing parking and traffic citations; indexing, filing, and answering telephones; fingerprinting; and general clerical duties. This position requires attention to detail, computer data entry, and ability to prepare and maintain traffic/parking reports.

**Vehicle/Equipment Maintenance** - Performs maintenance inspection of police vehicles; conducts minor repair work; transports vehicles to location of repair; and prepares monthly maintenance reports.

**Parking Enforcement** - Issues citations for parking violations, abandoned vehicles, and traffic control.

**Security Patrol** - Drives and walks through parking lots or assigned areas observing and monitoring activities in the area, and reporting suspicious criminal activities and/or hazardous conditions to the Police Department through the use of hand-held radio and/or telephone.

### **QUALIFICATIONS, KNOWLEDGE, AND ABILITIES**

Ability to work independently, reason and react effectively and maturely, comply with and comprehend verbal and written instruction, and learn to operate telephone, teletype, and radio equipment. Must be able to meet and work tactfully and courteously with the public. Ability to prepare reports utilizing correct spelling, punctuation, and grammar and perform a variety of clerical duties. Must be able to stand for long periods of time, and be able to lift 25 lbs. Acquaintance with police practices and methods is desirable.

Graduation from high school or GED and a minimum age of 18 years at time of appointment required. Must possess a valid California driver license, a good driving record, and proof of insurability.

### **SELECTION PROCESS**

1. Completion of Montclair's application form is required. **Applications will be accepted on a continuous basis.**
2. When a sufficient number of applications is received, applications will be screened for conformance with minimum required and desirable qualifications. Qualified candidates will be invited to participate in a written examination.
3. Candidates passing the written examination with the top scores will be invited to participate in a structured oral interview.
4. Names of successful candidates will be placed on an eligibility list from which a selection will be made. Final appointment will be made by the City Manager, upon the recommendation of the Police Chief.
5. Prior to being offered employment with the City of Montclair, the top candidate(s) must pass an extensive background investigation and a preemployment physical including a drug screening.

### **APPLICATION PROCEDURE**

City application forms are available at the reception desk, City Hall, 5111 Benito Street, Montclair, CA, 91763, or on-line at [www.cityofmontclair.org](http://www.cityofmontclair.org). Completed and signed applications must be returned to City Hall, Personnel Division either in person, by U.S. mail, via email to [jobs@cityofmontclair.org](mailto:jobs@cityofmontclair.org), or via fax to (909) 621-1584.

*Applications received by fax or email will be requested to be submitted with original ink signature if invited to structured oral interview.*

## ***THE CITY***

Montclair was incorporated in 1956 as a General Law City and presently operates under a Council-Manager form of government. Four Council Members and the Mayor are elected at-large for four-year terms. Montclair is located at the western end of San Bernardino County and is a convenient distance of 35 miles from the Los Angeles Civic Center. Beaches, deserts, mountain resorts, and other recreational facilities are equally accessible by way of the excellent freeway system serving the Montclair area. The geographic size of the City is five square miles with a population of approximately 38,944 (U.S. Census Bureau, V2016). Montclair has a successful, multimillion-dollar regional shopping center which opened in 1968 and provides major retail shopping for the Inland Empire residents.

## ***PERSONNEL PROCEDURES***

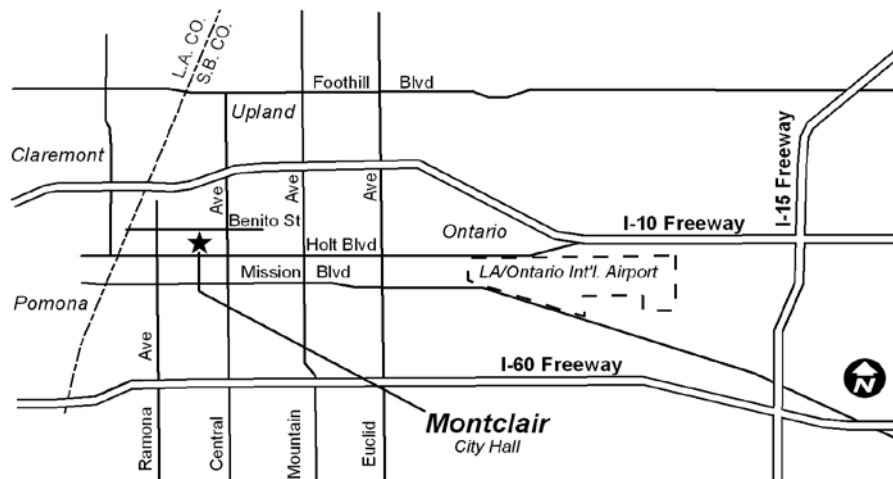
All employment activities are conducted under the City's merit system. Following acceptance of applications, qualified candidates are normally given either a written test, structured oral interview, or both prior to employment.

## ***EMPLOYMENT RULES***

Only U.S. citizens and lawfully-authorized alien workers are considered for employment. A standard loyalty oath must be taken by each new employee. Prior to receiving a job with the City of Montclair, the top candidate must submit a valid social security card and must pass a background investigation and a preemployment physical, including a drug screening, at City expense.

## ***NONDISCRIMINATION POLICY***

Pursuant to Section 51.55 of the Office of Revenue Sharing regulations, implementing Section 504 of the Rehabilitation Act of 1973, notification is hereby given that the City of Montclair does not discriminate on the basis of handicapped status in the admission of, access to, or treatment of employment in its programs or activities.



# MONTCLAIR POLICE DEPARTMENT HIRING STANDARDS

## **BEHAVIORAL STANDARDS FOR APPLICANTS FOR EMPLOYMENT/FAIR EMPLOYMENT:**

The purpose of a preemployment background investigation shall be to promptly, efficiently, and fairly identify those applicants who are unfit for public service or whose prior conduct is contradictory to, or incompatible with, the law enforcement mission. No selection standard of the department shall be in conflict with, or contrary to, the spirit or letter of fair employment laws of the State of California or the laws of the United States. The City of Montclair and the Montclair Police Department declare themselves to be an equal opportunity employer.

## **FELONY CONVICTION DISQUALIFICATION:**

Any person who has ever been convicted of any offense declared by law to be a felony in this or any other state shall not be eligible for employment with the department.

## **MISDEMEANOR CONVICTION DISQUALIFICATION:**

Any person who has been convicted within the past three years of any criminal offense declared by law to be a misdemeanor in this or any other state may not be eligible for employment with the department.

Any person still on probation (**supervised or unsupervised**) for any criminal conviction shall not be eligible for employment with the department.

Any Person convicted of any of the following misdemeanor offenses may not be eligible for employment with the department:

1. Larceny/theft
2. Assault or battery
3. Indecent exposure
4. Annoying children
5. Perjury
6. Resisting arrest
7. Filing a false police report
8. Impersonating a police officer
9. Domestic violence
10. Fraud
11. Driving under the influence-alcohol/narcotics

Any person whose conviction has been set aside pursuant to Penal Code Section 1203.4(a) or 1000.4 shall be considered to have been convicted within the meaning of this section.

Any person whose juvenile records have been and remain sealed or expunged pursuant to Penal Code Section 851.7 or 851.8 shall be deemed never to have been convicted within the meaning of this section.

## **CRIMINAL CONDUCT:**

Applicants for employment with the department whose prior conduct includes involvement in criminal conduct, as specified, may not be eligible for employment with this department. "Involvement in criminal conduct" specifically includes acts which may have gone undetected, unreported, and/or unprosecuted including:

- a. As an adult, any act which would constitute a felony offense in this state committed within the past seven years.
- b. Any act which would constitute a misdemeanor offense in this state committed at any time prior to or after application for employment with this department.
- c. Any act, as specified, committed at any time prior to or following application for employment with the department, including:
  1. Forcible rape
  2. Robbery
  3. Possession of a controlled substance for sale
  4. Assault with a deadly weapon
  5. Lewd acts with a child
  6. Perjury
  7. Homicide
  8. Grand larceny/grand theft auto
  9. Theft of public funds
  10. Assault under the color of authority
  11. Any offense declared by law to constitute a "hate crime"
  12. Embezzlement
  13. Sexual assault
  14. Burglary
  15. Arson
  16. Identity theft
  17. Child/elder/spousal abuse

## **MOTOR VEHICLE OPERATION (POSITION SPECIFIC):**

Applicants for employment with the department who, based on Department of Motor Vehicle records, display a propensity for any of the following may be disqualified from consideration for employment:

1. Driving under the Influence-alcohol/narcotics
2. At-fault traffic accidents
3. Moving or non-moving violations of the California Vehicle Code

## **CRIMINAL CONDUCT/LATERAL ENTRY:**

Applicants for employment with the department who are presently employed by any public criminal justice agency shall be required to sign a disclosure statement authorizing the department to reveal to their present employer any admissions of criminal conduct which occurred, or which may have occurred, during their employment for that agency. Upon written demand of the department head of any such agency, and consistent with this order, the

department shall fully cooperate with any official investigation initiated by that applicant's present employer concerning any such admissions of criminal activity.

**CRIMINAL CONDUCT/OUTSTANDING ARREST WARRANTS:**

Any person who has an outstanding warrant for his/her arrest shall not be eligible for employment with the department.

**GROSS MISCONDUCT:**

Any person who, as an adult, has been previously dismissed from any employment or discharged from the Armed Forces of the United States for proven gross misconduct shall not be eligible for employment with the department. "Gross misconduct" shall include, but not be limited to:

1. Embezzlement
2. Willful disobedience of a lawful order
3. Sexual harassment
4. False statements to superior officers
5. Filing false official reports
6. Desertion
7. Assault under color of authority
8. Battery against any coworker or supervisor
9. Terrorist threats against any coworker or supervisor

**DISHONORABLE/LESS THAN HONORABLE DISCHARGE FROM THE MILITARY SERVICE:**

Any person who has been dishonorably or less than honorably discharged from the Armed Forces of the United States shall not be eligible for employment with the department.

**USERS OF ILLEGAL DRUGS/CURRENT:**

Any person who is a current user of illegal drugs shall not be eligible for employment with the department. "Current" user of illegal drugs shall mean any person who has illegally used any controlled substance (as defined in Schedules 1 through 4 of the Uniform Controlled Substance Act) within one year of application. All applicants for employment with the department shall undergo a chemical test designed to reveal the presence of illegal drugs.

**USERS OF ILLEGAL DRUGS/PRIOR:**

Any person who has previously and unlawfully ingested any controlled substance classified as a hallucinogenic or other controlled substance (as defined in Schedules 1 through 4 of the Uniform Controlled Substance Act) shall not be eligible for employment with the department.

Any person who has, within the past three to five years, and as an adult, illegally possessed any controlled substance (as defined in Schedules 1 through 4 of the Uniformed Controlled Substance Act), excluding the simple possession of an ounce or less of marijuana, may not be eligible for employment with the department.

**FALSE STATEMENT(S) ON APPLICATION:**

Any applicant for employment with the department who makes any knowing and deliberate false statement or omission of material fact on any application document for the department shall not be eligible for employment. False statements include deliberately non-responsive answers and knowing evasions of any type. Knowing and deliberate false statements or omissions of material facts discovered on any application document at any time following employment with the department shall be immediately investigated, and where proven, shall be grounds for dismissal.

**FRAUDULENT APPLICATION DOCUMENT(S):**

Any applicant for employment with the department who knowingly offers any altered or fraudulent document(s) in connection with his/her application for employment with this department shall not be eligible for employment. Where such altered or fraudulent document(s) are discovered subsequent to employment with the department, such shall be immediately investigated, and where proven, shall be grounds for dismissal.

**INVOLUNTARY SEPARATION FROM EMPLOYMENT:**

Any applicant for employment with the department who, as an adult, has been dismissed from employment "for cause" two or more times shall not be eligible for employment.

**DELINQUENCY ON FINANCIAL OBLIGATIONS/CHILD OR SPOUSAL SUPPORT:**

Any applicant for employment with the department who is presently delinquent or in the arrears for any court-ordered child or spousal support payments shall not be eligible for employment.

**DELINQUENCY ON FINANCIAL OBLIGATIONS/COLLECTIONS:**

Any applicant for employment with the department who is presently in collections for any valid credit obligation may not be eligible for employment.

**TOTALITY OF CIRCUMSTANCES:**

The City of Montclair will strive to consider the "totality of circumstances" when reviewing an applicant's background and suitability for public service. The final decision for employment or disqualification rests with the Chief of Police.