



# The City of Kerman Police Department Invites Your Interest In the Position Of

## Police Officer

### THE COMMUNITY



The City of Kerman is a town of 17,535 situated 12 miles west of Fresno in the heart of the agriculturally-rich Central San Joaquin Valley. Kerman is a stable city with a reputation as a fiscally sound and well-managed city.

The City enjoys the benefit of being within close proximity to the Sierra Nevada Mountains, home to Sequoia and Kings Canyon National Parks featuring abundant year-round recreational activities. As one of the fastest growing cities in Central California, Kerman has experienced many recent developments that have added new jobs, property and sales tax revenues to help support ongoing core services to the community.

The City of Kerman is a community with a high level of pride and concern for preserving quality of life. Citizens enjoy low crime, good schools, affordable housing, parks and recreational activities.

### THE ORGANIZATION

The City of Kerman is a General Law City and operates under the Council-Manager form of municipal government. The City is governed by a five-member City Council. The Mayor is directly elected to a two-year term and Council Members are elected to four-year terms. The City Manager is responsible for policy implementation and overall operations.

### THE POSITION

Under supervision, to perform law enforcement and crime prevention work; to control traffic flow and enforce state and local traffic regulations; to perform investigative work; to display an awareness of, and empathy towards all persons who they come into contact with; and to do related work as required.

Receives close to general supervision from higher level sworn personnel. May exercise close to general supervision over Police Officer Trainees, Reserve Police Officers, and clerical staff as assigned. Shift schedule and job assignments may be changed periodically to assure the maximum delivery of effective public service.



## MINIMUM QUALIFICATIONS

- High School Diploma or equivalent
- Must be 21 years or older
- Must possess a valid Basic Certificate issued by the California State Commission on Peace Officers Standards and Training (P.O.S.T.)
- Must have successfully completed a P.O.S.T. field training program, and a law enforcement agency probationary period
- Possession of a valid California Driver's license
- Successfully pass complete background investigation along with a polygraph, psychological testing, medical, and drug screen

**This job flyer does not constitute a contract and its terms and conditions can change without notice**

## COMPENSATION AND BENEFITS

The current salary range, \$5,259-\$7,048 per month (based on 84 hour work period schedule) is dependent upon qualifications. The City also offers a comprehensive and competitive benefit package including:

- Vacation - 80 hours annually, progressive earned vacation credits with time in service.
- Holidays - 88 hours annually.
- Sick Leave - 80 hours sick leave annually.
- Personal Leave - 3 days each fiscal year deducted from your Sick Leave Bank.
- Insurance - City provides health benefit coverage (health, dental and vision) for employees. Employees contribute 30% of cost for dependent coverage.
- POST certificate pay for intermediate and advanced certificates.
- Educational Incentive pay for AA/AS and BA/BS in appropriate degrees that benefit the Police Department per current Memorandum of Understanding.
- Bilingual and collateral duty incentive pay.
- Retirement - CalPERS 2% @ 55 retirement benefit formula, three year average, with employee paying full 7% of the employee contribution if considered a "classic member" by CalPERS. If considered a "new member" by CalPERS, retirement benefit formula is 2% @ 57 and employee pays current 11% employee contribution amount. Pension formulas are determined based on provisions of the California Public Employees' Pension Reform Act of 2013 (PEPRA). The employee contribution amount is subject to adjustment by CalPERS.
- Social Security coverage - Employee pays employee portion.
- Long Term Disability Plan - 50% paid by City.
- State Disability Insurance (SDI) - 100% paid by City.
- Life Insurance - \$25,000 Life Insurance Plan paid by City.
- Optional Deferred Comp (457 Plan) available funded by employee pre-tax contributions.
- Employee Assistance Program - Provided to employee and qualifying family members at no cost.
- Pre-Tax Flexible Benefit Program - Section 125 Flex plan available at the employee's option and is funded by employee salary reductions only.
- Uniform Allowance - \$1,100 annually, paid quarterly.

## THE PROCESS

Applications can be obtained on the City's [website](#). Please contact Akayla Cheema, Human Resource Officer, with any questions, (559) 550-2080.

To be considered for this career opportunity, please submit an original City of Kerman Police Department Employment Application to:

City of Kerman, Police Officer Recruitment  
Attn: Akayla Cheema  
850 S. Madera Avenue  
Kerman, CA 93630  
Or [HR@cityofkerman.org](mailto:HR@cityofkerman.org)

**(Open until position filled, faxed applications will not be accepted)**

Applicants will be competitively screened based on the minimum qualifications. After review of the application materials, the most qualified candidates based on experience and education will be invited to participate in the examination process, which will consist of one or more oral examinations

**EQUAL OPPORTUNITY EMPLOYER**



### Motto

*A Place Where "Community Comes First"*



### Vision

*Facilitate progress while maintaining the community's small town character*



### Mission

*Service. Safety. Livability.*



### Core Values

*People, Excellence, Team, Leadership and Innovation*

