City of Corning
POLICE DEPARTMENT
774 Third Street
Corning, California 96021

Jeremiah Fears
Chief of Police

www.corningpd.org (530) 824-7000 Fax (530) 824-7010

Applicants:

Following are copies of the City of Corning Police Officer job flyer, Employment Application, Applicant Characteristics Form, and the Corning Police Department Pre-Employment Behavioral Standards.

Please make sure you have read all the information provided and submit the necessary documentation with your application. Please submit the completed application and documentation in a sealed envelope addressed to the Chief of Police and marked "CONFIDENTIAL." **Please note that the required POST Certificate must be currently valid.**

Individuals who have previously applied with the Department, if not selected for further consideration after the oral interview, will not be eligible to apply for the same position within one year. Persons who have previously applied, if not selected after the background investigation phase, will not be eligible to apply for the same position for three years.

Sincerely,

Jeremiah Fears
Chief of Police

JJF/llc

The City of Corning
invites applications for the position of

POLICE OFFICER

THE POSITION

Under general supervision to perform law enforcement and crime prevention work; to enforce State and local traffic regulations; to perform investigative work; to participate in, and provide support to, special Department crime prevention and enforcement programs; and to perform a variety of technical law enforcement tasks.

THE DEPARTMENT

The Corning Police Department is currently authorized a staffing level of a Chief of Police, one Administrative Services Manager, one Administrative Secretary, four Patrol Sergeants, one Task Force Officer, one School Resource Officer, eight Police Officers, five full-time and three part-time Dispatcher/Clerks, and one full-time Community Service Officer.

THE CITY

Corning is a rural community with a population of about 7,700. It is situated in the Sacramento Valley in Tehama County, 112 miles north of Sacramento on Interstate 5, and 25 miles northwest of Chico. The area offers ample opportunity for those interested in hiking, hunting, fishing, and all phases of recreation. Additional community facilities include excellent schools, a modern library and 21 churches. Advanced educational opportunities at Shasta and Butte Community Colleges and CSU, Chico are all within an hour's drive. The City of Corning offers an excellent environment for the growth and development of individuals and families.

REQUIRED QUALIFICATIONS

Applicants MUST:

- Possess a current and valid Certificate of Completion by a California Police Officer Standard and Training (POST) certified basic academy at time of appointment
- Possess a high school diploma or G.E.D.
- Possess a valid California driver's license and have a satisfactory driving record
- Be a U.S. Citizen or a permanent resident alien who is eligible, and has applied, for citizenship
- Be 21 years old at time of appointment
- Possess physical characteristics, including proportional height/weight, normal hearing & visual acuity (correctable to 20/30)
- Have appropriate communication skills, ability to solve problems, ability to learn, ability to make judgments under pressure, observational skills, a willingness to confront problems, interest in people, interpersonal sensitivity, a desire for self-improvement, appropriate grooming standards, dependability, integrity, physical ability, ability to operate a motor vehicle in emergency and non-emergency situations, and credibility as a witness in court
- Meet other background investigation, medical and psychological standards

Spanish speaking ability and working knowledge of computer operations are desired but not required.

SALARY AND BENEFITS

Salary:	$4295.00 to $5273.00 monthly (to 12/31/16)
Incentive Pay:	2.5% Intermediate Certificate or Associate Degree 2.5% Advanced Certificate or Bachelor's Degree 2.5% Bilingual (Spanish) 5% Field Training Officer Assignment 5% Physical Fitness $150/mo K-9 Officer Assignment
Holiday Pay:	Employees receive 108 hours of holiday in-lieu pay currently paid in one lump sum on the last pay period in November
Vacation Pay:	Employees receive 120 hours paid vacation per year after 1 year; 160 hours per year after 7 years service, and 200 hours per year after 15 years service
Sick Leave:	Employees receive 8 hours of sick leave per month with a maximum accrual of 1440 hours
Retirement:	Retirement is as defined by CalPERS. Further information available upon request.
Insurance:	The City currently offers medical, dental and vision insurance plans and contributes a maximum of $1284.91 monthly toward the employee's plan. A $100,000 term life insurance policy is provided for the employee by the City
Uniform Allowance:	The City provides $900 per year, paid in one lump sum on the employee anniversary date

COMPETITIVE SELECTION PROCESS

APPLICATION REVIEW BOARD: All applicants must submit a City of Corning application with clear, concise, and complete information regarding their qualifications for the position. Those candidates whose qualifications best meet the City's requirements will be invited to participate further.

WRITTEN EXAMINATION: This examination is to evaluate reading, writing and comprehension skills.

PHYSICAL AGILITY TEST: To evaluate the applicant's ability to physically perform the duties of the position.

ORAL APPRAISAL INTERVIEW: This interview is to evaluate training, experience and personal qualifications.

BACKGROUND INVESTIGATION: Candidates successfully completing all prior phases of the selection process will be subject to a thorough background investigation. The investigation is used to determine a candidate's moral character and suitability for employment with law enforcement. The investigation may include (but not be limited to) a computerized voice-stress analysis, criminal and military record check, driving and credit history, previous employer(s) and references.

PSYCHOLOGICAL EVALUATION: Candidates will be evaluated for their suitability for employment as a Corning Police Officer.

MEDICAL EXAMINATION: Prior to appointment candidates must successfully complete a medical examination, including a drug screen, to determine if they meet the City's medical standards for this position.

TO APPLY

Applications may be obtained from our website at www.corningpd.org. You must attach a copy of your POST Academy Certificate, or letter of Academy enrollment with anticipated date of graduation, to your application. Please submit the completed application in a sealed envelope addressed to the Chief of Police and marked "CONFIDENTIAL." If you have any questions, call (530)824-7015. **Please note that the required POST Certificate must be currently valid.** When a sufficient number of applicants have been preliminarily qualified, they will be invited to participate in the selection process. Resumés may be attached, but are not accepted in lieu of the City application. Faxed applications are not accepted.

THE CITY OF CORNING IS AN AFFIRMATIVE ACTION EQUAL OPPORTUNITY PROVIDER AND EMPLOYER

In accordance with the Americans with Disabilities Act (ADA), if special accommodations are necessary at any stage in the testing process, please provide the Personnel Department with advanced notice and your request will be considered.

The information contained herein is subject to change and does not constitute either an expressed or implied contract.

City of Corning

EMPLOYMENT APPLICATION

Return completed application to:

Corning Police Department
774 Third Street ● Corning, CA 96021
(530)824-7000 ● www.corningpd.org

Date_____

Position Applied For: _____ Rate of pay expected _____

Name _____ Email address _____
Address _____ City _____ State _____ ZIP _____
Mailing Address (If different from above) _____
Home Phone (_____) _____ - _____ Message Phone (_____) _____ - _____
Are you a U.S. Citizen? ○ Yes ○ No If not, are you a legal resident? ○ Yes ○ No
Driver's License #_____ Class_____ State Issued_____ Expiration Date_____
Were you previously employed by the City of Corning? ○ Yes ○ No If yes, when? _____
Under what names? _____
List any relatives working for the city:

NAME	ADDRESS	PHONE #	RELATIONSHIP

Do you type? ○ Yes ○ No _____ WPM Do you take shorthand? ○ Yes ○ No _____WPM

Do you possess any licenses, permits, certificates or any experiences, skills or qualifications which would be applicable for work with the City? Please list any foreign language(s) in which you are fluent.

Describe _____

_____

_____

	Name & Address of School	Course of Study	No. of Sem Units	Did You Graduate?	Diploma or Degree	Grade Point Average
High School						
College						
Other (Specify) Business, Trade, etc.						

In order for your application to be considered, the following section MUST be completed.
A resume may be attached but will not be acceptable in lieu of this section.
List below all present and past employment FOR THE LAST 10 YEARS beginning with your most recent job.

Dates Month - Year	COMPANY	POSITION HELD	STARTING SALARY
Start	ADDRESS	YOUR SUPERVISOR	FINAL SALARY
End	BUSINESS	YOUR DEPARTMENT	PHONE #
Total Time	REASON FOR LEAVING	YOUR DUTIES	

Dates Month - Year	COMPANY	POSITION HELD	STARTING SALARY
Start	ADDRESS	YOUR SUPERVISOR	FINAL SALARY
End	BUSINESS	YOUR DEPARTMENT	PHONE #
Total Time	REASON FOR LEAVING	YOUR DUTIES	

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End	BUSINESS	YOUR DEPARTMENT	PHONE #
Total Time	REASON FOR LEAVING	YOUR DUTIES	

May we contact the employers listed? ○ Yes ○ No If not, which one(s) may we contact?
If yes, describe _____

Have you ever been discharged or forced to resign? ○ Yes ○ No If yes, describe
If yes, describe _____

Have you ever been convicted of a felony? ○ Yes ○ No (Not an absolute bar to employment)
If yes, describe _____

I HEREBY CERTIFY THAT MY ANSWERS TO THE QUESTIONS IN THIS APPLICATION ARE COMPLETE, ACCURATE AND TRUE TO THE BEST OF MY KNOWLEDGE. I AGREE AND UNDERSTAND THAT ANY OMISSION OR MISSTATEMENTS OF MATERIAL FACTS CONTAINED IN THE APPLICATION MAY CAUSE ME TO FORFEIT ALL RIGHTS OF EMPLOYMENT. I UNDERSTAND THAT THE INFORMATION PROVIDED BY ME WILL BE VERIFIED AND THAT FAILURE TO COMPLETELY ANSWER ANY QUESTION MAY RESULT IN MY NOT BEING CONSIDERED FOR EMPLOYMENT. **THE CITY OF CORNING IS AN EQUAL OPPORTUNITY PROVIDER AND EMPLOYER.**

Signature of Applicant _____ Date _____

APPLICANT CHARACTERISTICS

The information required on this questionnaire is voluntary, and will assist the City in its recruitment and in accurately complying with required statistical reports for federal and state agencies. This questionnaire will be detached from your application and will be kept separate and confidential. None of the information will be used to discriminate against or give preference to any individual in any personnel transaction.

PLEASE COMPLETE THE FOLLOWING:

Your Name: _____

Position for which you are applying: _____

How did you learn about this position? _____

Gender

- ○ Male
- ○ Female

Ethnic Origin

- ○ Hispanic or Latino
- ○ Not Hispanic or Latino

Race (Check one or more)

- ○ White
- ○ Black
- ○ Hispanic
- ○ Asian or Pacific Islander
- ○ Native American or Alaskan Native
- ○ Other

Do you have any physical condition or handicap which may require special accommodations?

- ○ Yes
- ○ No

If yes, what can be done to accommodate your limitation? _____

_____

_____

Signature _____ Date _____

The City of Corning is an Equal Opportunity Provider and Employer

PRE-EMPLOYMENT BEHAVIORAL STANDARDS

The Corning Police Department has established pre-employment behavioral standards. The standards are designed to insure that the Corning Police Department employs people who have demonstrated sound judgment, maturity, honesty and respect for and adherence to the laws of the State of California while taking into account youthful indiscretion and experimentation.

Positions of public trust require people who have demonstrated honesty, sound judgment, personal discipline and responsibility.

The following standards are applicable to applicants for the Corning Police Department.

A. HONESTY.

Criminal justice employees have access to sensitive information. They are subject to be witnesses in court. Honesty and integrity are the cornerstone of trust and credibility. Hence, an applicant who is dishonest in any portion of the pre-employment process shall be disqualified from further consideration for employment. Dishonesty includes misstating or misrepresenting identifying information, or qualifications whether orally or in writing; misleading any person involved in the pre-employment screening by either misstating, misrepresenting or failing to completely answer any questions; not accurately or completely completing applications, background questionnaires, personal history statements, medical screening documents, or any other document used in the pre-employment process to determine the applicant's suitability for the position; or any other act of deceit or deception. The pre-employment process includes the employment application, the oral interview, background investigation including the interviews conducted as part of the investigation, the Chief's interview, the polygraph, the psychological evaluation, and the medical screening.

B. INTERPERSONAL CONDUCT.

Criminal justice employees and peace officers are required to interact daily with their fellow employees. They must have a history of stable interpersonal conduct, sensitivity in their dealings with others, and respect for other's rights.

There are certain criminal acts which will make an applicant unsuitable for employment as a criminal justice employee or a peace officer. These acts include, among others, murder, rape, robbery, any violent assault upon another, including spousal battery, mayhem, sexual battery, or other acts of violence. This shall include any crime involving or directed against a child or any criminal sexual act which could be classified as a felony.

C. CONDUCT AGAINST SOCIETY.

Criminal justice employees and peace officers must have demonstrated sound judgement and maturity in their lives. As public employees, there are certain acts which are incompatible with public service because the act itself is felonious conduct which will disqualify the applicant.

Applicants who have manufactured, transported, cultivated, brokered, or sold any controlled substance shall not be eligible for employment. Applicants who have committed arson; burglarized an occupied building; stole any significant amount of money, goods, or services from their employers; stole any significant item, goods, or amount of money, while in a position of trust, or any other act which demonstrates lack of respect for other's property shall not be eligible for employment.

D. HISTORY OF STABILITY.

Criminal justice employees and peace officers must have a history of stability as demonstrated by their prior employment history.

An applicant who has resigned from employment in lieu of termination except where a hostile work environment has been alleged, has been terminated for cause from employment, has been terminated while on probation (except for reduction in work force within the last three years), or those who have held more than three permanent job positions (not including promotions) within five years (with the exception of students and construction workers), shall be disqualified from employment.

E. ABILITY TO LEARN.

Constantly evolving technology and changes in law and procedures require employees who are able to assimilate new concepts. The ability to learn can be demonstrated by an applicant's employment history or academic history.

Peace officer applicants who have been dismissed from a basic course of instruction at a P.O.S.T. Certified Academy or its' equivalent in another state within the past three years shall not be eligible for employment. Peace officer applicants who have not successfully completed an F.T.O. program as demonstrated by either termination or resignation while in the program, within the past three years shall not be eligible for employment.

F. ABILITY TO OPERATE A MOTOR VEHICLE.

Peace officers are expected to be able to operate a motor vehicle in a safe and efficient manner. Peace officers must be able to operate emergency vehicles in many differing situations, including emergency responses. Applicants shall be expected to have demonstrated the ability to safely operate a motor vehicle as evidenced by their driving history.

Applicants shall not have had more than two chargeable accidents where they have been found most at fault by the investigating agency in the past four years. Applicants may not have more than three infraction moving violations within the past five years. Applicants shall not have any record of alcohol-related incidents, such as drunk driving, or such a charge reduced to reckless driving, within the past three years. Any applicant who has more than one such offense shall not be eligible for employment.

G. JUDGMENT AND CREDIBILITY AS A WITNESS.

Peace officers are expected to have demonstrated a pattern of sound judgment. Peace officers must be able to be a credible witness in a court of law. Both of these areas are specific job dimensions outlined by the Commission on Peace Officer Standards and Training (P.O.S.T.). Applicants who have a history of committing repeated misdemeanors or felony offenses are not credible witnesses. Possession of controlled substances are violations of State and Federal Laws and a history of violating the law does not show sound judgment and hence, is not compatible with law enforcement.

H. PRE-EMPLOYMENT DRUG POSSESSION.

The Corning Police Department has adopted the following standards for pre-employment drug possession. For the purpose of this policy, possession shall be defined as each time the drug was in the applicant's personal possession, either within the body or in the hands, clothing, vehicle, home residence, or any other area where the applicant has control.

Substance	Possession/Usage Within The Past	Maximum Lifetime Usage
Marijuana or any derivative	3 years	25
Amphetamines	5 years	5
Nonprescribed Anabolic Steroids	5 years	5
Barbiturates	5 years	5
Cocaine	5 years	5
Illegal Use of Prescription Drugs	5 years	5
Methamphetamines	5 years	5
"Crack"	Never	0
Heroine/Non-prescribed Opiates	Never	0
Intravenous Illegal Use	Never	0
LSD/Mushrooms/Hallucinogens	Never	0
PCP	Never	0
Any Other Illegal Drugs	Never	0

I. PHYSICAL ABILITY.

Peace officers must be able to perform their duties. They must be able to run, climb fences, operate a motor vehicle, arrest and physically control large, physically combative suspects, lift objects, operate equipment, including computers, weapons and hand-cuffs, hear voice, radio, and telephone communications, see and read license plates, see colors, movements, and activities in reduced, limited, or extremely low light conditions. Peace officers applicants must meet the physical requirements established by P.O.S.T.