



**CITY OF BAKERSFIELD**

Department of Human Resources  
1600 Truxtun Avenue, Bakersfield, CA 93301  
(661) 326-3773 / <http://www.bakersfieldcity.us>

**INVITES APPLICATIONS FOR THE POSITION OF:  
POLICE TRAINEE (OPEN) #01195**  
*An Equal Opportunity Employer*

**SALARY**

\$3,925.65 - \$4,772.04/Month (Academy Police Trainee)  
\$4,915.39 - \$5,986.93/Month (Upon Academy Graduation)

**ISSUE DATE:** 05/15/19

**FILING DEADLINE:** 06/13/19 by 1:00 PM Pacific Time

**HOW TO APPLY:** A **COMPLETED City Application AND Supplemental Questionnaire must be received** by the Human Resources Office, City Hall North, 1600 Truxtun Avenue, by the filing deadline. **(NOTE: We highly recommend that you complete an On-line City application). PRIOR TO APPLYING WE RECOMMEND THAT YOU PRINT THIS JOB BULLETIN AND ATTACHED SUPPLEMENTAL QUESTIONNAIRE. ALSO, VISIT OUR WEBSITE AT [www.bakersfieldjobs.us](http://www.bakersfieldjobs.us) AND THOROUGHLY REVIEW THE POLICE OFFICER BACKGROUND INFORMATION SHEET.**

**NOTE: EMPLOYMENT APPLICATION MUST BE PROPERLY COMPLETED IN ACCORDANCE WITH INSTRUCTIONS ON FACE OF APPLICATION FORM AND SUBMITTED WITH COMPLETED SUPPLEMENTAL QUESTIONNAIRE BY THE FILING DEADLINE. ALL PERTINENT INFORMATION NEEDED TO DETERMINE THAT THE APPLICANT MEETS THE MINIMUM QUALIFICATIONS MUST BE SHOWN ON THE APPLICATION AND QUESTIONNAIRE; OTHERWISE THE APPLICATION WILL BE REJECTED. RESUMES WILL NOT BE ACCEPTED IN LIEU OF COMPLETED APPLICATIONS. MILITARY VETERANS HIGHLY ENCOURAGED TO APPLY.**

**IMPORTANT: Applications from individuals who were disqualified during the Background Investigation or Polygraph process within the past six (6) month period, or failed the Psychological examination for Police Officer administered by the City of Bakersfield within the past one (1) year period, are not eligible for this recruitment and will be rejected.**

**REPRESENTATIVE DUTIES:** This position is an entry level, non-sworn position in the Police Department. Incumbents in this position are assigned to the Basic Peace Officer Academy and must satisfactorily pass all of the requirements that lead to the possession of the Basic Peace Officer Standards and Training Certificate for appointment as a probationary Police Officer or be terminated from the trainee position.

**MINIMUM QUALIFICATIONS:**

**AGE:** Must be 20 years and 6 months of age at time of written exam.

**EDUCATION:** Possession of U.S. High School Diploma or G.E.D. Possession of a two-year, four-year or advanced degree from an accredited college or university may be substituted for the high school requirement.

**LICENSE:** Possess a valid Class "C" California driver's license.

**PHYSICAL CONDITION/VISION:** Good physical condition. Weight must be in proportion to height. Vision and physical condition must satisfy established POST Medical Standards as provided on their website: <http://post.ca.gov/medical-screening-manual.aspx>

**CITIZENSHIP:** Must be a U.S. citizen or permanent resident alien who is eligible and has applied for citizenship.

**FELONY:** Record must be free from any felony convictions.

**EXAMINATIONS: ALL APPLICANTS WILL BE NOTIFIED OF DATE, TIME AND PLACE OF EXAMS:**

**Written Exam (Pass/Fail) June 18, 20, and 22, 2019 (TENTATIVE):** The written exam is the first phase of the examination process for the TRAINEE candidates and measures reading and writing ability. A minimum T - Score of 42 is required. **(NOTE: If you have already taken the POST Entry-Level Law Enforcement Test Battery (PELLET - B) exam administered on June 22, 2018 or later by the City of Bakersfield or with another agency/academy and achieved a T-Score of 42 or higher you are not required to retake the PELLET - B exam and will be scheduled to take the Agility Exam. Refer to Supplemental Questionnaire #8 for information regarding required document).**

**Physical Agility Exam (Pass/Fail) June 18, 20, and 22, 2019 (TENTATIVE):** The physical agility exam is designed to measure the job-related physical characteristics of strength, agility and stamina required of a Police Officer. **(NOTE: Please visit our website @ [www.bakersfieldjobs.us](http://www.bakersfieldjobs.us) for a description of the Physical Agility Obstacle Course).**

**Pre-Investigative Background Questionnaire (PIBQ) and Personal History Statement (PHS):** Qualified candidates will be required to submit a **COMPLETED** PIBQ and PHS by **July 22, 2019**. Instructions will be provided at a later date.

**Oral Appraisal Interview (Weighted 100%) July 29 - August 2, 2019 (TENTATIVE):** An appraisal will be made of applicant's training, education, experience, communication skills and personal qualifications for the position. A minimum rating of 70% is required to qualify for the eligible list.

**Background Investigation (Pass/Fail):** Prior to appointment, applicant must successfully complete an investigation of their personal history and background which includes a polygraph to determine suitability for the position of Police Officer with the Bakersfield Police Department. Applicants who fail the background investigation process will be notified by the Human Resources Division.

**\*\*NOTE: APPLICANTS RECEIVING A CONDITIONAL OFFER OF EMPLOYMENT MUST SUCCESSFULLY PASS A PSYCHOLOGICAL EXAMINATION AND A PRE-PLACEMENT MEDICAL EXAMINATION WHICH WILL INCLUDE A SUBSTANCE ABUSE SCREENING.**

**Police Trainee (Open) #01195 Supplemental Questionnaire**

- \* 1. Do you possess a U.S. High School diploma, G.E.D., two-year, four-year or advanced degree from an accredited high school, college, or university?  
Yes No
- \* 2. Are you or will you be at least 20 years and 6 months of age by the written examination date of June 22, 2019?  
Yes No
- \* 3. Do you possess a valid Class "C" driver's license? Please note that this will be verified in the background process.  
Yes No
- \* 4. Are you a U.S. Citizen or permanent resident alien who is eligible and has applied for citizenship?  
Yes No
- \* 5. I reviewed the description of the Physical Agility Obstacle Course on the website at [www.bakersfieldjobs.us](http://www.bakersfieldjobs.us) and understand the physical requirements of this exam.  
Yes No
- \* 6. I have reviewed and understand the tentatively scheduled dates of all the listed examinations, and will be able to attend accordingly.  
Yes No
- \* 7. I understand I am only allowed to complete the CA POST Entry-Level Law Enforcement Test (PELLET - B) examination once in a 30-day time period.  
Yes No
- \* 8. Applicants may use a T-Score of 42 or higher derived from a CA POST Entry-Level Law Enforcement Test Battery (PELLET-B) exam administered **on June 22, 2018 or later** by the City of Bakersfield or with another agency/academy. I understand that I will need to submit the "official" T-Score on that agency's/academy's letterhead which includes test date, type of test administered, and test results with my application by the filing deadline of June 13, 2019, or I will be required to take the written exam on either June 18, 20, or 22, 2019.  
Yes No
- \* 9. Have you ever been convicted or pled guilty to a criminal offense(s)?  
Yes No
- \* 10. If you answered "yes" to question #9, please indicate the type of offense. If you answered "no" to question #9, please mark "N/A".  
 Felony  
 Misdemeanor  
 N/A
- 11. If you answered "yes" to question #9, you are required to advise of the following:
  - a). What was the date(s) of the conviction(s)?
  - b). Where was the location of the offense(s) (City/State)?
  - c). Describe the nature of the offense(s).
- \* 12. I understand that I am not eligible for this recruitment and will be rejected if I have been disqualified during the Background Investigation or Polygraph process within the past six (6) month period or failed the Psychological examination for the Police Officer position administered by the City of Bakersfield within the past one (1) year period.  
Yes No
- \* 13. I understand that it is **HIGHLY RECOMMENDED** that I apply on-line and provide an email address for this recruitment. If an e-mail address is provided, all future correspondence from the City will be via e-mail. NOTE: Please keep contact information up-to-date and ensure that your email spam filter allows you to receive messages from [HumanResources@bakersfieldcity.us](mailto:HumanResources@bakersfieldcity.us)  
Yes No

**\* Required Question**