



City of Brawley
JOB ANNOUNCEMENT

DEPARTMENT: POLICE DEPARTMENT

POSITIONS: POLICE OFFICER I – Applicant possess an Intermediate P.O.S.T. Certification

OR

Basic P.O.S.T Certification & 3 years of experience as a California Peace Officer

POLICE OFFICER II – With Basic P.O.S.T. Certification

POLICE OFFICER III – Entry level position with satisfactory graduation of a P.O.S.T. Basic Police Academy

SALARY: POLICE OFFICER I = \$4,992.53 Monthly

POLICE OFFICER II = \$4,754.79 Monthly

POLICE OFFICER III = \$4,528.37 Monthly

DUTIES/QUALIFICATIONS: See job description and Personnel & Risk Management Policy 153-2
Revised for further details

APPLY TO: jobs@Brawley-CA.gov

Or Human Resources-

383 Main Street

Brawley, CA 92227

City of Brawley

SUBJECT: Recruitment Police – Police Officers & Police Agents

DATE: September 20, 2022

POLICY NO: 153-2 Revised

DEPARTMENT: Personnel & Risk Management

PURPOSE

To establish a policy for recruitment of Police Officers as it relates to applicants with prior experience and/or P.O.S.T. certifications. This policy will cover both the process and the pay for applicants with prior knowledge and experience.

SCOPE

Police Officer – Lateral applicants normally start with the oral interview, and if they pass the oral interview with a score of 70% or better will progress to the background phase of the recruitment process. This policy will address those applicants who have prior working knowledge as a police officer and the pay associated with their experience and/or certifications.

The following criteria may be used when evaluating the process for recruitment:

A. Recruitment Process

If an applicant has a Basic P.O.S.T. certificate or has passed an oral interview with the City of Brawley Police Department within the past three years the applicant will proceed to the background stage of the recruitment process and will not be required to participate in the oral interview.

B. Pay Schedule

All conditional offers are subject to review and approval by the City Manager. The following may be used to determine which pay step/level an applicant who has passed background and is ready for a conditional offer (prior to physical and psychological testing):

Applicant possesses a Basic P.O.S.T. Certification POII

Applicant possesses an Intermediate P.O.S.T. Certification POI OR

Applicant possesses a Basic P.O.S.T. Certification, 3 years of experience as a California Peace Officer and the working knowledge and experience of value to the department and agency, including but not limited to:

- Local mutual aid protocols
- Local booking processes and court procedures
- Current RMS System
- RCS Communication system

Applicant possesses an Advanced P.O.S.T. Certification AGENT I

OR

Applicant possesses an Intermediate P.O.S.T. Certification, 3 years of experience as a California Peace Officer and the working knowledge and experience of value to the department and agency, including but not limited to:

- Local mutual aid protocols
- Local booking processes and court procedures
- Current RMS System
- RCS Communication system
- Basic Principals of Supervision

Applicant possesses an Advanced P.O.S.T. Certification AGENT II

AND

Applicant possesses 5 years of experience as a California Peace Officer and the working knowledge and experience of value to the department and agency, including but not limited to:

- Local mutual aid protocols
- Local booking processes and court procedures
- Current RMS System
- RCS Communication system
- Basic Principals of Supervision

POII's move to POI after one year of satisfactory performance evaluation. POI's will be eligible to promote to AGENT I as outlined in the Brawley Public Safety Employees Association M.O.U.

POLICE AGENT applicants will be required to submit to a POLICE AGENT interview, which is different from the POLICE OFFICER (III, II or I) interview. POLICE AGENT I's move to AGENT II after one year of satisfactory performance evaluation.