

POLICE OFFICER CAREER OPPORTUNITIES

Interested in becoming a Police Officer with the City of Pocatello?

Benefits of Employment

- Competitive base pay with opportunity to advance
- Shift differential added to base pay for working afternoon or midnight shifts
- Paid overtime or comp time
- Paid longevity upon qualification
- Paid incentives as defined in the collective bargaining agreement
 - Physical Fitness Standards
 - Education Level
- Tuition reimbursement through the City's Education Program
- Uniform and safety gear provided
- Paid clothing allowance for uniform maintenance
- Medical, dental and vision insurance at low or no cost
- Health Reimbursement Account contribution paid by City
- Wellness program with incentives contributed the employee's Health Reimbursement Account
- Aflac Section 125 Cafeteria Plan which includes premium pre-tax options, flexible spending accounts and supplemental policies
- Sick leave accumulated on a bi-weekly basis up to 96 hours per year, unlimited accumulation with partial payoff at retirement
- Vacation accumulated on a bi-weekly basis starting at 104 hours per year, periodically increasing up to 200 hours per year
- Floating holiday accrual of 88 hours per year
- Retirement benefits through the Public Employee Retirement System of Idaho (PERSI) and supplemental retirement through 457 Deferred Compensation and 401(k) plans
- Life insurance paid by the City plus the option for the employee to purchase supplemental coverage at group rates

The Hiring Process

The City of Pocatello Police Department follows the Police Officer selection requirements established by the Idaho Peace Officer Standards and Training (POST) Council. The selection process is very thorough and, as a result, can be time-consuming. The following provides the minimum qualifications and a general description of various components of our selection process.

Minimum Qualifications at Application

- United States citizen
- High school education (or equivalent)
- Minimum of two (2) years of responsible experience following high school
- Valid driver's license
- Computer experience

Civil Service Exam

You must pass a civil service exam with a minimum passing score of 70%. The exam, held annually, establishes an eligible register in rank order of exam scores. The eligible register is then used to hire new police officers for a period of one year (unless the list is exhausted prior to that date).

Veteran's Preference, POST, and Education

You may qualify for additional points on the civil service exam if you are eligible for veteran's preference. You may also qualify for additional points if you are Idaho POST certified, or certifiable, or if you possess an associate's degree or greater. Points are added to the passing civil service exam score.

Physical Fitness Test

You must successfully pass the physical fitness test approved by POST. The test is given on the same day as the civil service exam and consists of the following:

- Vertical jump – minimum of 14 inches
- Sit-ups – minimum of 15 repetitions in one minute
- Push-ups – minimum of 21
- 300 meter run – maximum time of 77 seconds
- 1.5 mile run – maximum time of 17 minutes and 17 seconds

Background Investigation

You will receive a background investigation packet at the civil service exam. You will be asked to take the packet with you, provide the requested information, and submit the completed packet by a specified date in order to initiate the background investigation.

During the investigation, the trained investigator will contact a number of people who can provide information regarding your ability and suitability to serve as a Pocatello Police Officer.

Stage One Truth Verification Test

This test is used to confirm the truthfulness of information you provide us throughout the selection process. Information learned during the test is held in strict confidence. You will be contacted by the Pocatello Police department to participate in this test.

Disqualifiers

The Pocatello Police Department has set hiring standards for its police officers. During the hiring process, information may be revealed that would disqualify an individual from being hired as a police officer, such as:

- Felony criminal record
- Certain misdemeanors
- Driver's license suspension within 5 years of application
- DUI conviction within 5 years of application
- More than 1 DUI conviction in a lifetime
- More than 5 moving traffic convictions within 3 years of application
- Drug or alcohol dependency
- Illegal use or sale of controlled substances

For more information about police officer hiring standards, you may contact the Police Department Recruitment Office at (208) 234-6131.

Senior Staff Review

Information acquired from the background investigation and the truth verification test is reviewed by the senior staff of the Pocatello Police Department to determine if you will participate in an interview.

Interview

If selected by the senior staff, you will participate in an oral interview conducted by a panel made up of a cross section of the Pocatello Police Department.

Conditional Job Offer

If at this stage of the selection process, you have met the requirements and a job vacancy exists, you will receive a job offer conditional on meeting the following requirements:

- Stage Two Truth Verification Test
- Medical, vision, and hearing examinations
- Psychological Suitability Assessment

POST Academy

If selected as a police officer and you are not POST certified, or certifiable, you will be required to attend and pass the 10-week POST Academy in Boise, Idaho. You can learn more about the Idaho POST Academy at their web site <http://www.idaho-post.org/PatrAcad/Patrol.html>.

Field Training

All new police officers must successfully complete a 13-week field training program conducted by the Pocatello Police Department.

Probationary Period

All new police officers must successfully complete a one-year probationary period.

AN EQUAL OPPORTUNITY EMPLOYER
VETERAN'S PREFERENCE