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**LATERAL ENTRY  
POLICE OFFICER**

To establish and eligibility list  
and fill a current vacancy

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- THE SALARY:** \$4,305 - \$5,770 per month, with \$1,000 annual Uniform Allowance + 3% @50 PERS retirement formula.
- FILING PROCESS:** **CONTINUOUS RECRUITMENT, APPLY IMMEDIATELY.** Applications must be submitted by the filing deadline to the Human Resources Department, CITY OF LOMPOC, 100 Civic Center Plaza, LOMPOC, CA 93438. Applications may be obtained from the information desk at City Hall OR call for application at (805) 875-8208 OR download application from website at [www.cityoflompoc.com](http://www.cityoflompoc.com)
- THE SELECTION PROCESS:** Will include oral interview, physical agility testing, and psychological testing. Appointment is subject to successful completion of a pre-employment medical evaluation upon employment offer. A thorough background investigation concurrent with the examination will be conducted. Failure in one part of the selection process will disqualify a candidate from further consideration. **IF YOU HAVE A DISABILITY, WHICH MAY REQUIRE AN ACCOMMODATION IN ANY OF THESE SELECTION PROCEDURES, PLEASE NOTIFY THE PERSONNEL DEPARTMENT IN WRITING BY THE FILING DEADLINE DATE ON THIS BULLETIN.**
- NOTE:** **CITY POLICY: We will NOT accept applications from individuals who have applied for Police Officer and failed the examination or screening process within the past six months or failed to be present for a scheduled examination.**
- EDUCATION AND EXPERIENCE:** **Completion of a California P.O.S.T. approved Basic Academy, within the past three years; or possess a California P.O.S.T. Basic Certificate and have been employed as a Police Officer within the past three years by a California law enforcement agency.**
- EXAMPLES OF DUTIES:** *The following duties are typical of this classification. Incumbents may not perform all of the duties and/or may be required to perform specifically related additional or different duties from those set forth below to address business needs and changing business practices.*
- On a regular or assigned shift, patrols assigned areas by car, foot, bicycle or motorcycle; responds to calls for protection of life and property; conducts initial and follow-up investigations; develops, enforces, controls and directs traffic when appropriate; stops drivers who are operating vehicles in violation of the law; warns drivers against illegal practices; makes arrests; testifies in court in connection with the prosecution of offenders; serves warrants and subpoenas; administers first aid in emergency cases; answers complaints on such problems as civil disturbances, obnoxious animals, health code and local ordinance violations; investigates suspicious circumstances; makes property security checks; takes custody of lost and found property; performs crowd control, parade or riot work; takes crime prevention measures and assists in controlling problems of juvenile delinquency; books prisoners in the City jail and assists in their custody, care and welfare; transports prisoners; furnishes information and directions to the public; attends briefings and reads briefing materials; submits complete written reports on assigned cases; participates in training courses and programs; operates police unit, two-way radio, recorders, firearms and equipment common to law enforcement; may relieve superior officer in periods of absence or as assigned. Performs related work as required.
- LICENSE / CERTIFICATION REQUIRED:** Possession of a valid and appropriate California Driver's License and POST Basic Certificate.
- THE CITY:** Lompoc is located in northern Santa Barbara County in a central location 160 miles north of Los Angeles and 240 miles south of San Francisco. Located in the picturesque smog-free Valley of the Flowers, Lompoc is adjacent to Vandenberg Air Force Base. Lompoc offers fine schools and churches and is surrounded by excellent outdoor recreational facilities. The area is characterized by a temperate coastal climate.

**KNOWLEDGE,  
SKILLS & ABILITIES:**

**Knowledge of:** Basic English composition, grammar and spelling; basic math.

**Ability to:** Read, understand, interpret and apply laws, ordinances, regulations, codes, directives and police literature; write clear, comprehensive and accurate reports; operate a vehicle safely, under normal and emergency conditions; use and care for firearms; apply standard broadcasting procedures of a police radio system; inspire public confidence through personal integrity, appearance and actions; analyze situations and adopt a quick, effective and reasonable course of action; remember facts, names, faces and details of incidents accurately; speak clearly; understand and carry out oral and written instructions; and establish and maintain effective relationships with those contacted in the course of work.

**PHYSICAL DEMANDS  
AND WORKING  
CONDITIONS:**

**Strength:** Very Heavy - Exert force over 100 lbs. occasionally, over 50 lbs. frequently, or over 20 lbs. constantly to lift, carry, push, pull, or move objects.

Incumbents must meet "P.O.S.T." vision and hearing standards and have excellent general health and physical fitness sufficient to meet the City's medical standards prior to appointment except in case of an emergency or hazardous situation.

**SPECIAL  
REQUIREMENTS:**

Citizen of the United States or permanent resident alien who has applied for citizenship; must have no felony convictions or misdemeanor convictions involving moral turpitude; must meet legal age requirements (minimum of 18 years of age); must qualify in background and psychological examination.

**BENEFITS:**

- Bilingual Pay:** The City offers bilingual pay for eligible officers. Employees will be required to pass a City-administered proficiency exam to qualify and will be required to retest annually.
- Deferred Compensation:** Employees may contribute up to \$15,500 per year.
- Dental Insurance:** Effective the first day of the month following six complete months of employment, the employee and dependents are eligible for insurance. The City contributes a substantial amount of premium for the employee and dependents.
- Educational Incentive Pay:** The City offers Educational Incentive Pay of 2.5% (possession of an AA/AS Degree **OR** Intermediate P.O.S.T. Certification) and/or 5% (possession of a BA/BS Degree **OR** Advanced P.O.S.T. Certification).
- PERS Health/Vision Insurance:** Effective the first day of the month following appointment, the employee and dependents are eligible for insurance; the City contributes a substantial amount of premium for the employee and dependents. Employees can select from a Blue Shield HMO plan and three PPO plans.
- Holidays:** Twelve days per year.
- Life Insurance:** Effective the first day of the month following six complete months of employment, the employee is eligible for insurance. The City pays 100% of the premium.
- Long Term Disability Insurance:** Effective the first day of the month following six complete months of employment, the employee is eligible for insurance. The City pays 100% of the premium.
- Residency Incentive:** Police Officers hired after January 1, 1999 must reside within the Lompoc City limits to qualify for a residency incentive, which will be provided at \$50 per month.
- Retirement:** Public Employees Retirement System, 3% at age 50 formula.
- Social Security --** As a City of Lompoc employee, your earnings are not covered by Social Security. Under the Social Security law, there are two ways your Social Security Benefit amount earned under previous employers may be affected, "Windfall Elimination Provision" and "Government Pension Offset Provision." FOR MORE INFORMATION, please visit <http://www.socialsecurity.gov>. You may also call 1-800-772-1213 or for the deaf or hard of hearing, call the TTY number 1-800-325-0778, or you may contact your local Social Security Office.
- Sick Leave:** Commencing at the time of appointment, sick leave benefits accrue at a bi-weekly rate and the employee is eligible to use those benefits reflected as their sick leave balance.
- Sick Leave Incentive:** After ten years, 25% paid for balance of 30-120 days at termination.
- Special Assignment Pay:** Police Officers who are certified as Field Training Officers will receive 5% special assignment pay while they are actively performing assigned duties as a field trainer for officers.
- Tuition Reimbursement:** The City will provide tuition reimbursement for college courses in accordance with Personnel Procedures Manual Chapter 43 "Tuition Reimbursement for College/University Courses." In addition, the City will provide community college students up to 100% tuition reimbursement and 100% reimbursement for required course books per semester. (Course syllabus and receipts identifying books purchased are required for books).
- Uniform Allowance:** \$1,000 per year for replacement of worn and torn uniforms.
- Vacation:** Commencing at the time of appointment, vacation leave benefits accrue at a bi-weekly rate based upon length of employment. Employees are eligible to use vacation leave following completion of six months employment and accrue 10 days per year, which increases to 20 days based on years of service.