

POLICE OFFICER

The City of Carlsbad Police Department is establishing an eligibility list for the position of Police Officer for current and anticipated openings. The department is seeking community-oriented, articulate individuals to provide police services to the citizens of Carlsbad. The selection process will involve several phases to include a written test, physical fitness evaluation, oral review board, and an extensive background investigation.

Minimum qualifications: U.S. citizenship, 21 years of age at time of academy graduation. High school graduate or GED. Possession of a valid driver's license and good driving record. No prior felony convictions and background free of disqualifying criminal activity. Vision correctable to 20/20, hearing, physical strength, flexibility, maneuverability, cognitive and mental abilities sufficient to perform the essential functions of the classification. Ability to communicate clearly and concisely, both verbally and in writing. Ability to work rotating shifts, weekends and holidays including overtime as required. Good work history is essential.

In addition to an excellent benefit package, starting hourly base rate of pay for uncertified officers will be \$23.54.

Starting hourly base rate of pay for certified Police Officers with less than two (2) years experience will be \$26.48 with increase to \$30.30 one year after hire.

Starting hourly rate of pay for certified Police Officers with a minimum of two (2) years

experience as a certified Police Officer shall be \$29.42 to \$32.73 depending on length and type of previous certified experience.

Additional increases will be given for advanced education degrees, certifications and specialty teams.

Certified officers are not required to complete the testing requirements listed below.

The selection process for uncertified officers involves three (3) test phases. Each test phase must be completed to be eligible for the next test phase. You will be required to take and pass the following three (3) test phases to be considered for employment as a Police Officer for the City of Carlsbad:

1. Police Officer Examination
2. Physical Assessment Program
3. Oral Interview

The first step in the selection process will involve a written, entrance level police officer examination. The written examination will be a job specific test. This test phase is scheduled on **Monday, March 26, 2018 at 8:30 a.m.** and will be conducted in the old Council Chambers at the Carlsbad Municipal Building,, 101 N. Halagueno. Those applicants completing and passing the written test phase will be eligible for the Physical Assessment Program.

The Physical Assessment Program will be administered on the same day, **Monday, March 26, 2018 at 1:30 p.m.** The physical assessment will consist of a 1.5 mile run, 300 meter dash, push-ups, sit-ups, flexibility test and an agility course. All applicants must bring a medical release signed by a physician to participate in the physical assessment program. The medical release form will be provided by the City when application is received. The physical assessment will be conducted at the Carlsbad Police Department, 602 W. Mermod. Those applicants completing and passing the physical assessment test phase will be eligible for the oral interview.

Oral review boards will be scheduled at a later date.

Attendance and participation in each testing phase is mandatory for continued consideration for the position of Police Officer. Failure to attend any phase or failure to bring the required documentation will be considered a withdrawal of your application and your application will not be considered further for this position.

To be considered for this position apply at the City Municipal Building, 101 N. Halagueno or respond to City of Carlsbad, Personnel Department, P.O. Box 1569, Carlsbad, NM 88221. Applicants must include a City of Carlsbad Police Department employment application filled out completely. Resumes are not required, but may be included if desired. Applications must be received no later than **March 22, 2018.**

An information letter will be handed out upon submission of an application.

EOE M/F/V/D