



CITY OF HAWTHORNE  
Human Resources Division  
4455 W. 126<sup>th</sup> Street  
Hawthorne, CA 90250  
(310) 349-2950  
[www.cityofhawthorne.org](http://www.cityofhawthorne.org)  
An Equal Opportunity Employer

# EMPLOYMENT OPPORTUNITY

## POLICE OFFICER - LATERAL

*Classified*  
*(Open-Competitive)*

**OPENS:** Monday, January 11, 2016  
**CLOSES:** Until Sufficient Amount of Applications Received (No faxes, postmarks, or emails accepted)  
**SALARY:** \$4,863 - \$7,114 per month

### BENEFITS/INCENTIVES

**\*\*\*\$5,000 SIGNING BONUS\*\*\*** - Officers hired from other California police agencies will be eligible for the \$5,000 signing bonus or compensatory accrual equivalent, upon successful completion of probationary period.

- City-paid Public Employees' Retirement System (PERS) "3%@50" formula (Classic Members)
- "3/12" work schedule
- 95% of medical, dental and vision insurance paid by City
- Educational Incentive Program (Up to 20%)
- Bilingual Premium Pay
- Physical Fitness Incentive Program
- Special Assignment Bonus Pay (7%)
- Holidays - 13 City observed holidays annually
- Leaves - Sick leave, family sick leave, vacation leave and floating leave
- Education Reimbursement Program
- Deferred Compensation & 125 Plans Available

#### *The Agency:*

The Hawthorne Police Department is a very active, full service agency located in the southwest area of Los Angeles County. The men and women who work for the HPD can expect to be exposed to any number of special assignments and receive specialized training in a variety of areas. The HPD participates in numerous long and short-term multi jurisdictional task force operations and enjoys a reputation as a hardworking department with strong ties to neighboring and allied agencies. Our work is challenging and we get the job done! This position requires the ability to work shift work, evening hours, holidays and weekends.

***Requirements for:  
LATERAL***

**NOTE: COMPLETION OF A BASIC ACADEMY WILL NOT BE ACCEPTED IN LIEU OF EXPERIENCE. MILITARY, FEDERAL, OR NON-CALIFORNIA LAW ENFORCEMENT EXPERIENCE WILL NOT BE ACCEPTED IN LIEU OF CA EXPERIENCE. Hearing:** Normal and uncorrected. **Vision:** Minimum 20/80 uncorrected; 20/30 corrected; free from tunnel vision or color blindness (both eyes). **Weight:** Proportional to height; **Citizenship:** Must be applied for in the 12-month period preceding the filing of application for employment.

***Testing:***

Exam will consist of a 100% weighted interview; a PASS/FAIL physical agility performance test may be required at the discretion of the City of Hawthorne; a comprehensive background investigation (includes polygraph); a psychological evaluation; and a comprehensive medical examination (includes drug screening). Examinations will be conducted as sufficient numbers of qualified applications are received. Candidates will be notified by mail or by telephone as to test dates, times, and locations.

***Special Notes:***

1. Disabled applicants requiring special testing arrangements should contact the Human Resources Department ***at least two weeks prior*** to the testing date.
2. The Immigration Reform and Control Act of 1986 requires all new employees to show proof of their legal right to work in the United States at the time of hire. Original documentation is required as proof.
3. As a condition of employment, candidates are required to pass a City paid medical exam and drug screening.
4. Proof of valid **California Driver's License** shall be required if the operation of a motor vehicle is required in carrying out the duties of the position.
5. To receive Veteran's Preference, proof of you honorable discharge must be submitted at the time of filing of application (COPY OF DD-214).

**\*\*\*Probation for lateral entries shall be twelve (12) months\*\*\***

**EQUAL EMPLOYMENT OPPORTUNITY POLICY:** The City of Hawthorne is an Affirmative Action/Equal Employment Opportunity Employer. We are committed to providing all individuals equal opportunity in employment regardless of age, sex, race, national origin, religion, color, ancestry, marital status, sexual orientation, physical or mental disability, medical condition or military service veteran. Women, minorities and disabled individuals are encouraged to apply.

**ABOUT THE CITY**

***THE PROVISIONS OF THIS JOB BULLETIN DO NOT CONSTITUTE AN EXPRESS OR IMPLIED CONTRACT OR GUARANTEE OF EMPLOYMENT.  
ANY OF THE PROVISION CONTAINED HEREIN MAY BE MODIFIED OR REVOKED WITHOUT NOTICE***