

The El Monte Police Department is comprised of 150 sworn officers and 77 non-sworn civilian staff. The professional men and women of this department work together to make the City of El Monte a safer place to live and work. The department enjoys an excellent reputation as an innovative, progressive, and community oriented law enforcement agency. The City of El Monte and the El Monte Police Department are committed to maintaining state of the art equipment and resources expected in a growth-oriented community.

We encourage talented and motivated individuals to apply for the challenging position of an El Monte Police Officer. The reward will be a fulfilling and satisfying career, filled with exciting experiences and promotional opportunities. In addition, the department offers a wide variety of special assignment positions including:

- A.D.A.P.T.
- Administration
- Air Support Division
- Bicycle Enforcement Team
- Canine Handler
- Community Relations Officer
- D.E.A. Assignment
- Detective Bureau
- Field Training Officer
- Gang Specialist
- Hostage Negotiator
- Mounted Horse Patrol
- Narcotics Task Force
- Off-Road Motorcycle Team
- Patrol Division
- Problem Oriented Police Team
- School Resource Officer
- S.E.R.T. Team
- Traffic/Motorcycle Officer
- Taskforce for Regional Auto Theft Prevention (T.R.A.P.)

### Essential Functions

Under supervision, answers calls for service and patrols assigned areas of the City to maintain law and order; enforces City, County, And State laws in the protection of life and property; conducts preliminary and follow up investigations; makes arrests as necessary; testifies and presents evidence in court; provides emergency medical care as needed; enforces traffic safety laws; prepares daily reports in a timely basis; attends training courses; carries out special assignments and duties as required under emergency situations.

The suburban City of El Monte is located 12 miles east of Los Angeles in the heart of the San Gabriel Valley. Well known as an industrial and transportation hub and aided by its own small airport, El Monte is nestled between the highly important transportation arteries of the San Bernardino and Pomona Freeways and bound on its eastern boundaries by the North/South San Gabriel River freeway. This city and its residents are poised for important roles in the near future.

The 9.8 square miles that comprise El Monte are filled with a rich and varied history left behind by a succession of populations. Native Americans, eastern pioneers, founding families and new immigrants have left long-lasting legacies that give color and strength to the fabric of the El Monte community.

Today, El Monte is inhabited by 116,000 residents with 72% Hispanic, 9% Caucasian, 18% Asian and 1% African-American heritage. The population is served by eight parks, twenty-eight elementary schools and four high schools. A full one-third of our city is occupied by industry and retail stores.



The members of the El Monte Police Department are committed to improving the quality of life in the City of El Monte.

We Will strive to provide a safe environment and promote security. This will be done in partnership with the community utilizing courtesy and respect.



### Requirements

**Age**  
Must be 20 1/2 years of age on date of application, and 21 years of age at time of appointment. No upper age limit.

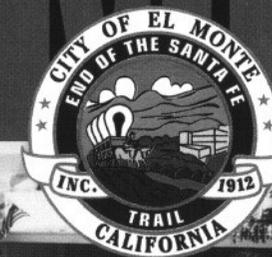
**Citizenship**  
U.S. citizenship must be obtained prior to appointment as sworn officer.

**Education**  
High school graduate or California GED equivalent.

**Drivers License**  
Applicant must possess a valid California Class C Drivers License on the date of the written test.

**Physical**  
A corrected standard of 20/40 vision for applicants wearing glasses or contact lenses. Normal hearing and color vision perception. Height and weight must be proportionate.

# POLICE DEPARTMENT



# Selection Process

The City will invite only a limited number of applicants judged best qualified to participate in the competitive examination process. The police officer selection process consists of several phases. Candidates must pass each test phase in order to continue to the next phase. The selection process will consist of the following phases:

### A. Written Examination

The written examination is designed to evaluate the candidates reading comprehension, report writing and observation skills as determined by P.O.S.T. guidelines. Lateral applicants will not be required to take a written examination.

### B. Physical Agility Test

This test is designed to measure the physical agility and fitness of the candidates. The test consists of the following tasks:

- 6 foot solid wall climb
- 8 foot chain link fence climb
- 500 yard distance run
- 165 pound dummy drag (12 feet)
- Miscellaneous obstacle course

### C. Oral Board Interview

Comprised of sworn personnel and human resource officers, it is designed to evaluate the background, experience, training and motivation of the candidates.

### D. Background Investigation

This includes a series of interviews, examinations, and reference checks. The purpose is to assess the suitability of candidates for police service. Candidates must be candid and honest with the investigator during the initial interview.

This investigation will include but may not be limited to the following:

- Personal Information
- Relatives and Family
- Personal References
- Education
- Residency
- Experience and Employment
- Military Service
- Financial Information
- Legal Information
- Motor Vehicle Operation

### E. General Investigation Process

After successful completion of the background investigation, candidates will be required to participate and complete the following tests:

- Polygraph Examination
- Psychological Examination (Oral and Written)
- Medical Examination (Drug Test)

### Disqualification

Any felony conviction, or any conviction for domestic violence is subject to disqualification. Untruthfulness during any portion of the selection process may result in immediate disqualification.



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Applicants must submit a City of El Monte application form to the Human Resources Office located at 11333 Valley Blvd., El Monte, CA 91731. The City will not accept faxes or resumes submitted instead of a City Application form. The City of El Monte is an equal opportunity employer and is dedicated to workforce diversity. Qualified minorities, women, and disabled persons are strongly encouraged to apply. For additional information, you may contact the Human Resources Office at (626) 580-2040 or call (626) 580-2041 for the City Jobline. Interested applicants may also visit us on the web at [www.elmontepd.org](http://www.elmontepd.org).

# Benefits Package

### Vacation

- 80 hours during the first 2 years of service
- 120 hours after 3 years of service
- 128 hours after 10 years of service
- 136 hours after 11 years of service
- 144 hours after 12 years of service
- 152 hours after 13 years of service
- 160 hours after 14 years of service

### Bilingual Pay

**Holidays** - Approximately 130 hours each year.

**Sick Leave** - Accumulates one work day per month; may be used after six months of service.

**Personal Leave** - May use up to two sick leave shifts per year for personal business to be charged against sick leave.

**Attendance Incentive Plan** - Ten hours of compensation will be paid to any employee who has not used sick leave (excluding personal leave) during the six month period between July 1 and December 31 or between January 1 and June 30.

**Sick Leave Payoff** - 50% at retirement on all unused sick leave.

**Health Insurance** - Approximately \$560.13 monthly paid by the City for medical and other approved insurance plans. Unused portion is taxable income.

**Long Term Disability** - City pays the premium; up to \$15.98/month.

**PERS Retirement** - 3% at 50 plan; single highest year. The City pays all contributions. 1959 Fourth Level Survivor Benefits. 4% retirement COLA maximum. Pre-Retirement Optional Settlement 2 Death Benefit. 9% employee contribution paid by the city.

**Medicare** - Employees and City each pay 1.45% of salary.

### Longevity

- \$75 per month after 5 years
- \$100 per month after 10 years
- \$125 per month after 15 years
- \$150 per month after 20 years

**Uniform Allowance** - \$800.00 per year.

**Court Time** - Municipal-2 hours minimum at 1 1/2 time, Superior-4 hours minimum at 1 1/2 time, Standby-Straight time.

**Overtime** - 1 1/2 time for work in excess of normal assigned shift.

**Education Incentive** - 5 1/2% for Intermediate POST Certificate; 11% for Advanced POST Certificate.

**Deferred Compensation** - The City contributes 9% of salary and longevity into a 401 (a) plan. Other deferred compensation plans are available without a City contribution.

**Credit Union** - City of El Monte Employees' Credit Union; 11718 Ramona Boulevard, El Monte, CA. Telephone: (626) 444-0501.

# EL MONTE POLICE DEPARTMENT