

# ***BE ONE OF BART'S FINEST!***

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The Bay Area Rapid Transit Police Department  
conducts regular testing for the position of:

## **POLICE OFFICER**

*Monthly Salary Range\**

**\$5,548 - \$7,422/Month\***



*(\*Entry-level candidates earn 75% salary while in the Academy and 85% salary while in the Field Training Program. Lateral entries may be hired at up to Step 5.)*

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### ***The Police Department***

The Chief of Police commands 300 police personnel, of which 215 are sworn officers. Police clerks, community service assistants, radio dispatchers, 9-1-1 operators, revenue protection guards and civilian supervisors comprise the department's non-sworn personnel. The BART Police Department provides a full range of law enforcement services. Most officers are assigned to patrol duty, but all are eligible for assignments that include: detective; field training officer; youth services; canine handler; bicycle patrol; tactical team; field evidence technician; human resources and training; SWAT; hostage negotiator; JTTF; special projects; crime analyst; traffic; vehicle fleet maintenance; and plainclothes anti-vandalism and special-enforcement teams.

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### ***The Position***

**Entry-Level Police Officer:** Candidates will be required to successfully complete a POST-mandated Basic Police Academy and successfully complete a one-year probationary period from the date of graduation from the Academy.

**Lateral Police Officer (and Academy Graduates):** All laterals and police academy graduates are required to successfully complete a one-year probationary period from the date of hire. Laterals must have a California POST Basic Certificate and be currently employed as a full-time salaried Peace Officer in the State of California. Academy graduates must have successfully completed a CA POST-mandated Basic Academy within three years of appointment.

All new hires will be required to successfully complete a Field Training Program. Following the completion of the Field Training Program and probationary period, patrol shift assignments are made on a seniority basis. Officers may work weekends, nights and holidays.

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### ***Job Scope***

Under general supervision, the Police Officer handles a wide variety of uniformed peace officer duties involving the protection of life and property through the enforcement of laws, ordinances and resolutions, criminal investigation, crime prevention and suppression. Police officers perform related departmental duties, as required.

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### ***Job Functions***

Patrol a designated area by motor vehicle, on foot/bicycle or aboard trains and enforce applicable federal, state, local laws and District ordinance. Respond to and take appropriate action on observed or reported violations of criminal laws or complaints. Conduct complete investigations and prepare reports on all assigned case work; gather and preserve evidence; interview witnesses and complainants; apprehend or transport suspects which may require the use of physical restraint and reasonable force; interrogate suspects; serve warrants; make arrests; testify in court. Inspect, report, or correct conditions that may lead to crime, delinquency, accidents or other hazards. Provide the public with information and direction. Direct traffic, provide police services during civil disturbances, disaster scenes or crowd control. Administer first aid, which may require lifting or moving persons or other heavy objects. Carry and utilize firearms, oleoresin capsicum and baton. Operate patrol or emergency vehicle and communications equipment. Operate equipment for blood, breath, or urine tests, as necessary.

## **Requirements**

Candidates must complete and submit a BART District application and:

- Be at least 21 years of age;
  - Have completed 30 semester or 45 quarter units at an accredited college or university. Fifteen (15) semester units or 22½ quarter units must be in academic subjects requiring substantial reading, writing and the use of analytical skills;
  - Be a United States citizen or a permanent resident who is eligible for and has applied for citizenship;
  - Possess a current and valid driver's license;
  - Maintain a body weight proportional to height;
  - Have no felony convictions;
  - Submit photocopies of college transcripts;
  - Photocopies of California POST Advance/Intermediate certificates may be submitted in lieu of college transcripts (laterals only)
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## **Employee benefits include:**

- BART-paid PERS safety retirement, 3% @ 50
  - 7% pay differential for swing shift; 9½% pay differential for midnight shift
  - 3 weeks vacation after first year; annual vacation buy-back plan
  - 1 working day of sick leave for each month of service; sick leave buy-back program
  - Money Purchase Pension Plan; annual contribution paid by BART
  - Deferred Compensation Plan; up to \$15,500 annually
  - Paid medical, dental, vision and prescription drug plans for employee/dependents
  - PERS conversion and retirement medical plans
  - Uniforms/equipment supplied by BART, plus \$1050 annual maintenance allowance
  - 13 paid holidays, including 7 floating; annual floating holiday buy-back program
  - Continuing education reimbursement of up to \$1,000 per year
  - Other liberal benefits include paid overtime, holidays and free BART transportation for employees and dependents, and employer-subsidized health-club membership.
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## **Selection Process**

Applications for Entry-level and Lateral Police Officer are accepted on a continuous basis. Examinations consist of a multiple-choice test (waived for laterals), written essay test, physical-ability test and interview assessment.

After the successful completion of all test phases, candidates will be placed in an eligibility pool and required to complete a comprehensive Personal History Statement. Successful applicants who best meet the needs of the police department may be selected for the polygraph examination and background investigation, as vacant positions become available.

Per Government Code 1031, as described in the California Commission on Peace Officer Standards and Training (POST) guidelines, the background will minimally include the verification of education, employment, military, criminal history, civil litigation, credit history, DMV records and personal history. Personal contacts will be made with relatives, friends, neighbors, landlords, employers and other associates.

Upon a conditional job offer, candidates will be scheduled for medical and psychological evaluations. The offer of employment is contingent upon successful completion of the evaluations.

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For further information, contact:

**BART Police Department  
Personnel and Training Unit  
800 Madison Street  
Oakland, CA 94607-4730  
Phone: 510-464-7073**

**Apply online at [www.bart.gov/police](http://www.bart.gov/police)**

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