



CERTIFIED POLICE OFFICER

Effective 9/30/2016: \$52,501-\$74,775

Requirements

Testing Fees

<ul style="list-style-type: none"> • Must be a United States Citizen 	
<ul style="list-style-type: none"> • Minimum 21 years of age (Candidates may apply (6) months prior to their 21st birthday) 	
<ul style="list-style-type: none"> • High school diploma or equivalent 	
<ul style="list-style-type: none"> • Current FDLE certified police officers from within the State of Florida whether full-time or part-time (i.e., UM Police Officers): Applicants must meet the minimum qualifications for employment as a police officer in the State of Florida, as detailed in Florida Statutes Chapter 943; must possess a two year college (AA or AS) degree; or have satisfactorily completed a minimum of fifty-four (54) college credits. College credit requirement may be waived for certified police applicants with at least three (3) years of prior full-time continuous military or law enforcement service within two (2) years of the application submission date. 	
<ul style="list-style-type: none"> • Current certified police officers from outside the State of Florida or Federal law enforcement officers must possess at least a two year college (AA or AS) degree; or have satisfactorily completed a minimum of fifty-four (54) college credits. College degree/credit requirement may be waived if the applicant has at least (3) three years of full-time continuous military or law enforcement service within two (2) years of the application submission date. These applicants must also have not had more than an eight (8) year break in employment as a law enforcement officer and original academy credits must be reviewed by a certified FDLE Comparative Compliance training facility. The application process will follow that of full-time police officers. 	
<ul style="list-style-type: none"> • Reserve Police Officers (RPO's) must possess a two year college (AA or AS) degree; or have satisfactorily completed a minimum of fifty-four (54) college credits. College degree/credit requirement may be waived as follows: RPO's having five (5) years of continuous full-time law enforcement service within two (2) years of the application submission date will be awarded twenty-seven (27) college credits toward hiring. RPO's having ten (10) years of continuous full-time law enforcement service within two (2) years of the application submission date will be awarded fifty-four (54) college credits toward hiring. Application process will follow that of full-time police officers. Note: Due to lack of full-time status/experience, starting salary for RPO's will not be based on years of past reserve experience. 	
<p>Except for applicants transitioning from another agency who have 20 years or more of law enforcement experience, and prior to submitting the application online via NEOGOV; all certified applicants must successfully complete and pass the following tests:</p> <p>1a. Criminal Justice Basic Abilities Test (CJBAT) [unless applicant has ten (10) or more years of prior full-time law enforcement experience within two (2) years of application]</p> <p>Or;</p> <p>1b. Florida Basic Abilities Test (FBAT) [unless applicant has ten (10) or more years of prior full-time law enforcement experience within two (2) years of application]</p> <p>2. Physical Agility Test (PAT): PAT is mandatory and must be taken no more than thirty (30) days prior to submitting an application.</p>	<p>CJBAT- \$40.00*: Broward Community College Criminal Justice Testing Center at the Institute of Public Safety Address: 3501 Davie Road Building 2 Davie, FL 33314 Phone number: 954-201-6931 Hours of Operation: Monday- Friday: 8:00AM -4:00PM</p> <p>FBAT- \$30.00*: Miami Dade College North Campus Address: 11380 NW 27 Avenue Building 9, Room 9108 Miami, FL 33167 Phone number: 305-237-1476 Testing Hours: Monday: 9:00AM OR 1:00PM Wednesday: 9:00AM OR 1:00PM Thursday: 9:00AM OR 1:00PM</p> <p>PAT (Physical Agility Test)- \$30.00*: Miami Police College Address: 350 NW 2 Avenue Miami, FL 33128 Phone number: 305-603-6616 Testing Hours: Contact Miami Police College</p>

<ul style="list-style-type: none"> • Polygraph Examination 	
<ul style="list-style-type: none"> • Psychological/Emotional Suitability Screening Process: The police applicant must receive an “Acceptable” rating in order to continue in the selection process. 	
<ul style="list-style-type: none"> • Medical Evaluation and Drug Screening (with the exception of marijuana): The use of marijuana may be accepted if it was only experimental in nature. 	
<ul style="list-style-type: none"> • Background Investigation: Disqualifying Factors include; Financial/Credit Irresponsibility, Immoral/Unethical Conduct, Criminal Conduct and/or Substance Abuse. 	
<ul style="list-style-type: none"> • Moral Character: An applicant, who, at any time during the employment application process, demonstrates dishonesty, untruthfulness, withholds requested information (omissions), makes false statements, or whose background investigation reveals derogatory information or moral turpitude issues, will be disqualified. 	
<ul style="list-style-type: none"> • Termination by Another Police Agency: Any applicant who has been terminated by another law enforcement agency will be disqualified unless he/she has been exonerated through a review process, or the circumstances have been resolved to the satisfaction of CGPD. 	
<ul style="list-style-type: none"> • Other Disqualifying Factors Include, but are NOT limited to: (1) An applicant who is the subject of any legal action (civil or criminal) may be ineligible for consideration until the action is concluded, with the exception of employment discrimination claims and claims of a similar nature. (2) Any applicant that currently has an unresolved or pending case on file with FDLE or any other state standards board that revolves around discipline, standards, or training as a law enforcement officer may be disqualified. (3) Any applicant who fails to appear for a test during the application process and does not contact HRD and/or the Personnel Selection Section in writing within thirty (30) days. 	
<ul style="list-style-type: none"> • Military Discharge: Must be “Honorable”. Discharges other than honorable may be evaluated on a case by case basis. Dishonorable discharge will be disqualified. 	
<ul style="list-style-type: none"> • Valid Florida Driver's License and Driving/Traffic History as follows: Police Officer applicants, and any other position which may require operating a City vehicle, must possess a valid Florida Driver’s License along with the appropriate endorsement, class, rating, etc. Out of state applicants must be able to possess a valid Florida Driver’s License upon hire date. Additionally, an unfavorable driving history may be grounds for disqualification. Including but not limited to: History of suspended and/or revoked driver’s license (not insurance or toll related); automobile accidents and any other traffic related violations. The applicant must demonstrate a good and safety oriented driving history 	
<ul style="list-style-type: none"> • Vision: Must be binocular and monocular of 20/100 uncorrected, 20/30 or better corrected, and must have color vision. The following also applies: <ol style="list-style-type: none"> 1. If a candidate’s <u>uncorrected</u> “far/distant vision” is greater than 20/100 (for example 20/200), they do not meet our minimum requirements. 2. <u>Uncorrected</u> “far vision” of 20/100 or better (for example 20/80), which is <u>correctable</u> to 20/30 or better by the use of eyeglasses or contacts, is acceptable within our policy. 3. If a candidate elects to undergo a procedure to improve their uncorrected “far vision”, they may be retested after the procedure (and once their visual acuity has stabilized) to see if they meet the minimum requirements for <u>uncorrected and/or corrected</u> vision. Furthermore, the policy also requires applicants to pass a color vision test. Color blindness is a disqualifier. 	

- | | |
|--|--|
| <ul style="list-style-type: none">• Oral Interview Board: Police Officer applicants are required to attend an Oral Interview Board, which will be comprised of a diverse selection of City employees to ensure that all individuals are given an equal opportunity for employment, regardless of race, sex, creed, color, age, religion, national origin, marital status or physical impairment. Board members must hold the following positions: City Director or Assistant Director from any Department within the City of Coral Gables, a Major, Lieutenant, Sergeant, and an Officer. A representative from the HRD, and the Personnel Selection Sergeant will also participate. Applicants will be asked a series of questions based upon the essential functions and required knowledge, skills, and abilities of the position, which have been pre-approved by HRD prior to the interview. The Board will determine if the applicant will continue in the selection process. | |
|--|--|

***Indicates applicants are responsible for the above listed testing fees.**



NON-CERTIFIED POLICE RECRUIT

(City will cover the cost of the academy)

Effective: 9/30/2016: Police

Recruit \$47,576

& upon graduating academy and becoming certified police officer salary raised to \$52,501

Requirements

Testing Fees

<ul style="list-style-type: none"> • Must be a United States Citizen 	
<ul style="list-style-type: none"> • Minimum 21 years of age (Candidates may apply (6) months prior to their 21st birthday) 	
<ul style="list-style-type: none"> • High school diploma or equivalent 	
<ul style="list-style-type: none"> • Non-Certified applicants for sworn positions must possess either at least a two (2) year college (AA or AS) degree; or have satisfactorily completed a minimum of fifty-four (54) accredited college or university credits recognized by the U.S. Department of Education; or three (3) years of prior full-time continuous military service; or a combination thereof. The application process will follow that of full-time police officers. 	
<p>Prior to submitting the application online via NEOGOV, you must successfully complete and pass the following 3 tests:</p> <p>1a. Criminal Justice Basic Abilities Test (CJBAT) taken within the last four (4) years from the time of application</p> <p style="text-align: center;">Or;</p> <p>1b. Florida Basic Abilities Test (FBAT) taken within the last four (4) years from the time of application</p> <p>2. Physical Agility Test (PAT) PAT must be taken no more than thirty (30) days prior to submitting an application.</p> <p>3. Test of Adult Basic Education (TABE): Applicants must receive a 12.0 or better in each section of the test. An applicant who fails the TABE Test may retake the test. TABE must be taken at Miami Dade College prior to submitting application. Applicant must follow TABE testing facility retake policies.</p> <p>*** If you possess a Bachelor's Degree, you will receive a waiver excluding you from the TABE test ***</p>	<p><u>CJBAT- \$40.00*</u>: Broward Community College Criminal Justice Testing Center at the Institute of Public Safety <u>Address:</u> 3501 Davie Road Building 21 Davie, FL 33314 <u>Phone number:</u> 954-201-6931 <u>Hours of Operation:</u> Monday- Friday: 8:00AM -4:00PM</p> <p><u>FBAT- \$30.00*</u>: Miami Dade College North Campus <u>Address:</u> 11380 NW 27 Avenue Building 9, Room 9108 Miami, FL 33167 <u>Phone number:</u> 305-237-1476 <u>Testing Hours:</u> Monday: 9:00AM OR 1:00PM Wednesday: 9:00AM OR 1:00PM Thursday: 9:00AM OR 1:00PM</p> <p><u>PAT(Physical Agility Test)- \$30.00*</u>: Miami Police College <u>Address:</u> 350 NW 2 Avenue Miami, FL 33128 Phone number: 305-603-6616 Testing Hours: Contact Miami Police College</p> <p><u>TABE- \$45.00*</u>: Miami Dade College North Campus <u>Address:</u> 11380 NW 27 Avenue Room 1160 Miami, FL 33167 Phone number: 305-237-1015 <u>Testing Hours:</u> "Monday: 8:00AM -3:30PM Wednesday: 8:00AM – 3:30PM Thursday: 8:00AM – 3:30PM</p>
<ul style="list-style-type: none"> • Polygraph Examination 	
<ul style="list-style-type: none"> • Psychological/Emotional Suitability Screening Process. The police applicant must receive an "Acceptable" rating in order to continue in the selection process. 	
<ul style="list-style-type: none"> • Medical Evaluation and Drug Screening (with marijuana being the <u>only</u> drug exception): The use of marijuana may be accepted if it was only experimental in nature 	

<ul style="list-style-type: none"> • Background Investigation: Disqualifying Factors include; Financial/Credit Irresponsibility, Immoral/Unethical Conduct, Criminal Conduct and/or Substance Abuse. 	
<ul style="list-style-type: none"> • Good Moral Character: An applicant, who, at any time during the employment application process, demonstrates dishonesty, untruthfulness, withholds requested information (omissions), makes false statements, or whose background investigation reveals derogatory information or moral turpitude issues, will be disqualified. 	
<ul style="list-style-type: none"> • Termination by Another Police Agency: Any applicant who has been terminated by another law enforcement agency will be disqualified unless he/she has been exonerated through a review process, or the circumstances have been resolved to the satisfaction of CGPD. 	
<ul style="list-style-type: none"> • Other Disqualifying Factors Including but NOT Limited To: (1) An applicant who is the subject of any legal action (civil or criminal) may be ineligible for consideration until the action is concluded, with the exception of employment discrimination claims and claims of a similar nature. (2) Any applicant that currently has an unresolved or pending case on file with FDLE or any other state standards board that revolves around discipline, standards, or training as a law enforcement officer may be disqualified. (3) Any applicant who fails to appear for a test during the application process and does not contact the Human Resource Department and/or the CGPD Personnel Selection Sergeant in writing within 30 days. 	
<ul style="list-style-type: none"> • Military Discharge: Must be "Honorable". Discharges other than honorable may be evaluated on a case by case basis. Dishonorable discharge will be disqualified. 	
<ul style="list-style-type: none"> • Valid Florida Driver's License and Driving/Traffic History as follows: Police Officer applicants, and any other position which may require operating a City vehicle, must possess a valid Florida Driver's License along with the appropriate endorsement, class, rating, etc. Out of state applicants must be able to possess a valid Florida Driver's License upon hire date. Additionally, an unfavorable driving history may be grounds for disqualification. Including but not limited to: History of suspended and/or revoked driver's license (not insurance or toll related); automobile accidents and any other traffic related violations. The applicant must demonstrate a good and safety oriented driving history 	
<ul style="list-style-type: none"> • Vision must be binocular and monocular of 20/100 uncorrected, 20/30 or better corrected, and must have color vision. The following also applies: <ol style="list-style-type: none"> 1. If a candidate's <u>uncorrected</u> "far/distant vision" is greater than 20/100 (for example 20/200), they do not meet our minimum requirements. 2. <u>Uncorrected</u> "far vision" of 20/100 or better (for example 20/80), which is <u>correctable</u> to 20/30 or better by the use of eyeglasses or contacts, is acceptable within our policy. 3. If a candidate elects to undergo a procedure to improve their uncorrected "far vision", they may be retested after the procedure (and once their visual acuity has stabilized) to see if they meet the minimum requirements for <u>uncorrected and/or corrected</u> vision. Furthermore, the policy also requires applicants to pass a color vision test. Color blindness is a disqualifier. 	
<ul style="list-style-type: none"> • Oral Interview Board: Police Officer applicants are required to attend an Oral Interview Board, which will be comprised of a diverse selection of City employees to ensure that all individuals are given an equal opportunity for employment, regardless of race, sex, creed, color, age, religion, national origin, sexual orientation, genetic information, familial status or physical impairment. Board members must hold the following positions: Any Department Head or Assistant Department Head from within the City of Coral Gables, a Major, Lieutenant, Sergeant, and an Officer. A representative from the Human Resource Department and the Personnel Selection Sergeant will also participate. Applicants will be asked a series of questions based upon the essential functions and required knowledge, skills, and abilities of the position, which have been pre-approved by the Human Resource Department prior to the interview. The Board will determine if the applicant will continue in the selection process. 	

*Indicates applicants are responsible for testing fees.