



FREQUENTLY ASKED QUESTIONS AND ANSWERS

Will I be required to complete the CJBAT or PAT?

NO, all applicants for the position of certified patrol officers and sergeants will be required to have met all FDLE certification standards. It will not be necessary for the applicant to retake the CJBAT or PAT.

How will the hiring salary be determined?

Salaries will be determined by the total number of years the applicant has served as a certified law enforcement officer. Additionally pay scales are divided into three classes based on successful completion of either a high school diploma, or an associate or bachelors degree from an accredited university. A complete pay scale has been provided on the City of Miami Gardens web site.

Does the City of Miami Gardens have a civil service board?

The City of Miami Gardens does not have a civil service board. However, we exercise fair employment practices which include a progressive discipline process.

How will assignment to units and/or shifts be made?

Shift assignments will be coordinated on a 4 / 10 plan, allowing officers to work four shifts with three days off. Preference for initial shift picks and days off for police officers will be provided to officers based on the date of individual application submission.

How many positions are open?

Currently, there are 23 sergeant and 122 police officer positions that will be filled by October 1, 2007.

If I am dual certified as a police and correctional officer, however my work experience has only been in corrections, will I be considered for the position?

Yes. If you are cross certified and meet all FDLE certification requirements, you will be considered.

What type of training will the City of Miami Gardens be providing for its officers?

Prior to our department being deployed on December 1, 2007, all officers will receive an enhanced level of training to include but not limited to, policy and procedures, code enforcement certification, firearms qualifications, ethics, domestic violence, and use of force.

How often will out of area candidates have to travel to Miami Gardens and are any of the expenses reimbursable?

Out of area candidates (those outside of Miami-Dade, Broward, and Palm Beach counties) should plan on making at least two trips. The first trip will be for the oral interview. If a candidate is given a conditional job offer, they will be required to return for their polygraph, psychological evaluation, medical and the beginning of their background investigation. All expenses are incurred by the applicant.

What basis is used to determine if a hired officer receives the full \$7,000 moving expense?

Actual moving expenses for hired officers will be reimbursed up to \$7,000. If the officer decides to move themselves, they must provide receipts of expenses incurred such as gas, packing material, truck rental, etc. If an officer decides to use a moving company, three (3) detailed quotes will be required (reimbursement will be made based on lowest quote) or a quote from International City Managers Association. Officers living outside of Miami-Dade, Broward or Palm Beach County and officers who live within these three counties and chose to move into the City limits of Miami Gardens are eligible for the reimbursement allowance. Reimbursements will not be made beyond the \$7,000 and will be paid once hired and proof is provided.

What equipment will the City provide to officers?

The City will be providing all equipment needs for each officer which will include uniforms, body armor, side arm, leather, and vehicle.

What is considered experience? "Experience" means full-time paid experience. Out of state police officers must have a least one (1) year of full time experience, not including police academy and Field Training time. Part-time paid experience **may NOT** be accumulated to meet the total experience requirements.

When will the City recruitment for non-certified and civilian positions?

Non-certified and civilian positions will be posted in July of 2007 with a hire date of October 1, 2007.

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Will I be considered for the certified police officer position if my certification has expired?

In order for a candidate to be considered for a certified position, the candidate will be required to have a current FDLE certification. Out of state candidates for certified positions will be required to show proof of their active certification from the appropriate state for consideration of compliance with FDLE standards.

We are currently processing candidates who are certified. Future consideration will be given to candidates for an appointment to the police academy.

Will military police experience be considered?

For our current processing for officers, military experience will not be considered as certified as defined by FDLE standards.

Will I be notified if I am not considered for a position?

All applicants will be notified via mail if they are not considered for a position.

Must I submit an application for each position I am interested in? An application must be submitted for each position you are interested in. However, separate applications are not required if you wanted to be considered for all levels of a position depending on the education you have attained. For example, if you would like to be considered for a police officer and a police sergeant then you must submit two separate applications. However, if you have attained a Bachelor's degree and would like to be considered for the Police Officer I, II, and III you may submit one application.

Who should I contact if I have a change of address or other contact information during the hiring process?

Applicants are responsible for notifying the City of Miami Gardens Human Resources Department, at (305) 622-8030, of any change of address and/or telephone number.