

MESSAGE FROM THE CHIEF

Watsonville is a diverse agri-business community of approximately 52,543 on the Central Coast between Santa Cruz and Monterey. It provides the Police Officer applicant a challenge of working in a fast-paced, full service Police Department. We are looking for people who have high energy, self-motivation, and possess good written communication skills. The ability to speak English and Spanish is highly desirable.

We look forward to hiring Police Officers who will want to live and work in our community.

The City Council has been very supportive of the Police Department, providing us the opportunity to offer modern equipment and stable employment. The Department employs 66 sworn officers. We have never laid off a full-time Peace Officer in the City's history.

The Watsonville Police Department offers a variety of work including Patrol, Traffic, Gang Reduction, Investigations, Narcotics, Auto Theft Reduction Team, Community Response Team, and school-based programs such as School Resource Officer. All encompass the philosophy of Community Based Policing, Customer Service, and high quality work product. Patrol personnel work a 4-10 schedule.

A highly automated department awaits you, from Computer Aided Dispatching, to Photo-Imaging, to mobile digital computers to mobile video cameras in all patrol and specialty units.

You will join an organization that is highly thought of in the community and highly respected in law enforcement circles. An organization where morale is high and team work the rule.

Manny Solano
Chief of Police



POLICE OFFICER

Police Officers are hired into one of the following levels depending on prior training and experience:

★ POLICE OFFICER TRAINEE

\$5,599.46 - \$7,503.83 per month. This is a non-sworn training-level classification requiring no prior law enforcement experience. Trainees will be sent to a basic police academy at the City's expense, and upon successful completion of the academy will be promoted to the sworn Police Officer classification.

★ ACADEMY GRADUATE AND LATERAL POLICE OFFICER

\$6,065.61 - \$8,128.50 per month. **A copy of the POST certificate must accompany the application.** **LATERAL** appointments may be made at steps within this salary range depending upon experience. Lateral candidates are those who have successfully completed a California POST -accredited basic academy, possess a basic POST certificate, and are currently employed as a peace officer in California.

★ COMPENSATION

- Intermediate POST certificate or AA/AS: **2.5% of base/month**
- English/Spanish Bilingual Pay: **5% increase in base pay**
- Advanced POST certificate or BA/BS: **5% of base**
- Detective Pay: **5% increase in base pay**
- Corporal Pay: **5% increase of base pay**
- Master Officer: **5% increase of base pay**
- Uniform Allowance: **\$750/year**
- Motorcycle Pay: **\$125/month & required safety equipment**
- SCCNET Pay: **5% increase in base pay**
- Tuition reimbursement up to \$2,000 per year
- Participation in CalPERS retirement system
- 2 to 4 weeks vacation depending on length of service
- 13 holidays per year
- 15 sick leave days per year
- Deferred Compensation
- \$50,000 Life Insurance
- Laterals subject to pro-rated furlough reductions per MOU.

★ **Newly-hired Police Officers** will be asked to enter into an employment contract with the City of Watsonville requiring a two-year commitment of service. Within six months of date of hire, officer must establish residence within a reasonable distance (30 minutes) of the Watsonville Police Building.

THE POSITION

Patrols an assigned area in a radio car; responds to radio messages and appears at scenes of disorder or crime as assigned; conducts preliminary or follow-up investigations of crimes and disturbances; collects and preserves evidence; makes arrests and books prisoners in the jail facility; testifies in court in connection with criminal prosecutions; directs traffic at times of emergency or congestion; performs desk and dispatching duties as needed; stops drivers who are operating vehicles in violation of laws and issues citations; serves warrants and subpoenas; prepares reports of arrests made, investigations conducted and incidents occurring; assists other agencies on special assignments; assists in public education programs; assists with crowd control, parades, and other special duties; administers first aid as needed; assists in solving problems as they occur in the field; and does related work as required.

MINIMUM QUALIFICATIONS

- High School Graduation or GED equivalency; higher education preferred
- Valid California driver's license and a safe driving record
- Ability to read and understand department rules, procedures, police instructions, laws and general literature pertaining to law enforcement activities
- Ability to write clear and comprehensive reports and communicate effectively orally
- Ability to tactfully and effectively deal with various racial, ethnic and economic groups
- Ability to work under physical and mental pressures and in potentially hazardous situations as determined by a pre-employment psychological exam
- Willingness to work night shifts and weekends
- Physical health, strength, stature and agility to meet physical demands of police work as determined by an agility test and a pre-employment physical exam
- Vision correctable to 20/30 in each eye. Correctability assessed on a case-by-case basis. Normal color acuity; non-restricted peripheral vision
- 21 years of age at time of appointment
- English/Spanish bilingual skill highly desirable

EQUAL OPPORTUNITY

The City of Watsonville is an Equal Opportunity Employer. Qualified women and minorities are encouraged to apply. The City seeks candidates who can make contributions in an environment of racial, cultural, and ethnic diversity.

PRE-EMPLOYMENT POLICY REGARDING ILLEGAL USE OR POSSESSION OF DRUGS

NOTE: For the purpose of this policy, an adult is defined as someone 18 years of age or older.

- The following types of illegal drug use or possession will be considered automatic disqualifiers in the pre-employment selection process for sworn police personnel without exception:
 - ✓ Any adult use or possession of a drug classified as a hallucinogenic within seven (7) years prior to application for employment.
 - ✓ Any adult use or possession of marijuana within one (1) year prior to application for employment.
 - ✓ Any other illegal adult use or possession of drug not mentioned above (including cocaine) within three (3) years prior to application for employment.
 - ✓ Any illegal adult use or possession of a drug while employed in the capacity of a police officer, licensed security officer, military police, or as a student enrolled in college accredited courses of/or related to the criminal justice field.
 - ✓ Any adult manufacture or cultivation of a drug.
 - ✓ Failure to divulge to the Police Department during the background investigation any information about personal illegal use or possession of drugs.
- The disqualification of a police officer candidate for the following types of illegal drug use or possession will be considered in relationship to the overall background of that individual:
 - ✓ Any illegal juvenile use or possession of a drug.
 - ✓ Any illegal adult use or possession of a drug that does not meet the criteria of the automatic disqualifiers specified above, e.g. marijuana use longer than one (1) year ago or cocaine use longer than three (3) years ago.
- All information obtained during a background investigation is confidential and will not be released to candidates or others.

APPLICATION AND TESTING

Closing: Open and Continuous

POST and Academy certificates and/or academy enrollment verification must be attached to your application and submitted to the Watsonville Civic Plaza Building, Human Resources, 275 Main Street, Suite 400, Watsonville, CA 95076. You may request applications by calling 831.768.3025 or on our website www.cityofwatsonville.org. Applications will be accepted on a continuous basis and reviewed periodically. All candidates will receive written notification after application has been screened for requirement compliance. **Trainee** candidates will participate in a POST reading and writing skills test, a physical agility test and a self-assessment background. The city requires the T score to be 50 or higher. **Test results must accompany City Application to be considered.** Evergreen Academy, 3095 Yerba Buena Road, San Jose, CA 95135, will be administering the testing on behalf of the City of Watsonville. **Prior to application submittal, all candidates must call Evergreen at 408.270.6458 to make an appointment or see www.theacademy.ca.gov.** **Academy graduate and Lateral** candidates will participate in a physical agility test. Upon successful completion of the testing process candidates will be issued a certificate of completion that must accompany the application.

Selected candidates will be invited to an oral interview with Police Department Administrative Staff. Successful candidates will be asked to complete a background investigation, Polygraph Examination, and Personnel History Questionnaire. After receiving a conditional offer of employment, candidates must undergo physical examination, psychological testing, and drug testing.

APPOINTMENT

Successful candidates will be appointed to either a Police Officer Trainee position and attend a Police Academy, or appointment will be made to a 12-month probationary Police Officer position depending on his/her experience. Subject to satisfactory performance, a step increase is granted annually until the top of the range is reached.

*“Opportunity through diversity;
unity through cooperation.”*



THE CITY OF
WATSONVILLE
MONTEREY BAY
CALIFORNIA
INVITES APPLICATIONS
FOR

POLICE OFFICER-TRAINEE
\$5,599.46 - \$7,503.83/Month
OPEN AND CONTINUOUS

POLICE OFFICER-LATERAL
\$6,065.61 - \$8,128.50/Month
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www.cityofwatsonville.org