

MESSAGE FROM THE CHIEF

Watsonville is a diverse agri-business community of approximately 52,543 people on the Central Coast between Santa Cruz and Monterey. It provides the Reserve 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 Reserve 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 work environment. The Department employs 72 sworn officers. We have recently activated our Reserve Police Officer Program.

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 a 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



RESERVE POLICE OFFICER LEVEL 1

The City of Watsonville invites you to join a highly progressive police department and serve the citizens of one of the fastest growing cities in Santa Cruz County. You will be taking the first step in discovering an exciting career with the Watsonville Police Department. We offer a unique opportunity to work in an environment that is unavailable anywhere else. The Watsonville Police Department offers qualified individuals a chance to experience working with diverse cultures within our community.

The Police Reserve Officer Program is comprised of community members who wish to volunteer as **non-paid** Police Officers. You will have an opportunity to enjoy the best of both worlds, continue to work in your chosen profession while policing one of the fastest growing cities in the central coast. These officers supplement the fulltime Police Officers in a variety of duties throughout the Department. A Reserve Police Officer performs duties to promote public safety and security, prevent crime and enforce the law and other city ordinances.

★Working Conditions & Benefits

A Reserve Police Officer works at least 20 hours a month on different shifts and additional hours may be required. Level 1 candidates must complete a 560 hour Field Training Program (FTO) within nine months. In addition to the 20 hour requirement, a Reserve Officer receives at least 24 hours of training each year at no cost to the Reserve Officer. Although a Reserve Police Officer **does not** receive any salary, you will be authorized to wear the complete uniform of a Watsonville Police Officer. A Reserve Police Officer will be issued safety equipment to include leather gear, department firearm, protective vest and crowd control equipment. If a Reserve Police Officer is injured in the line of duty, he or she will receive Worker's Compensation benefits.

In addition, the Reserve Police Officer is eligible for membership with the California Reserve Peace Officers Association (CRPOA). Membership provides excellent additional benefits such as, Legal Representation Services for any administrative matters, appeals to the Superior Court, criminal matters and civil actions. Also available through CRPOA is accident insurance and disability insurance.

EQUAL OPPORTUNITY

The City of Watsonville is an Equal Opportunity Employer and encourages diversity. The City seeks candidates who

can make contributions in an environment of racial, cultural and ethnic diversity.

THE POSITION

The Reserve Police Officer 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 arrest made, investigations conducted and incidents occurring; assists with crowd control, parades and other special duties; administers first aid as needed; assists in solving problems as they occur in the field; does related work as required. The reserve Police Officer Program will work closely with the Community Services Bureau to support the Police Department's goal of Community Policing.

MINIMUM QUALIFICATIONS

- High School Graduation or GED equivalency; higher education preferred
- Possession of a POST Basic Certificate issued by an accredited California Police Academy
- 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

For a quick view of appointment levels, description of authority, assignment, supervision and training, please refer to the [Reserve Peace Officer Status Summary Table](#) on the POST website:
http://www.post.ca.gov/Data/Sites/1/post_docs/training/RPOP-summary.doc

For city information, visit our website @ www.ci.watsonville.ca.us
For Police Department information, visit our website @ www.watsonvillepolice.com
For Commission on Peace Officer Standards & Training information visit www.post.ca.gov
For California Reserve Police Officers Association information, visit www.crpoa.org

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

1. 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.
2. 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 no longer than one (1) year ago or cocaine use longer than three (3) years ago.

3. 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

Applications will be reviewed periodically

POST and Academy certificate 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 by visiting our website at www.ci.watsonville.ca.us. Applications will be accepted on a continuous basis and reviewed periodically. All candidates will receive written notification once their applications have been screened for requirement compliance.

Those candidates meeting the minimum qualifications after an application review will be invited to complete a personnel history questionnaire. After review of the personnel history questionnaire, selected candidates will be invited to participate in an oral interview with Police Department Administrative Staff. Those moving forward in the process will undergo a background investigation, polygraph examination, and physical agility test. After receiving a conditional offer for a volunteer position of Reserve Police Officer, candidates must then undergo physical examination, psychological testing and drug testing.

APPOINTMENT

This position is strictly a **non-paid, volunteer** position.

*"Opportunity through diversity;
unity through cooperation."*



THE CITY OF
WATSONVILLE
MONTEREY BAY
CALIFORNIA
INVITES APPLICATIONS
FOR

RESERVE POLICE OFFICER LEVEL 1

Closing Deadline: Open and
continuous with periodic
application reviews

www.ci.watsonville.ca.us

*The City is not currently accepting applications for
Police Officer Trainee positions*