

CITY OF SALINAS

POLICE RECRUIT

BARGAINING UNIT/CLASS CODE:
SPOA / O18

DEFINITION

Under direction, utilizes specialized training and equipment to protect life and property by enforcing laws and preventing crimes.

DISTINGUISHING CHARACTERISTICS

This is the entry journey level classification in the City's sworn police officer series. Police recruits are entry-level positions with little or no related training or experience required. Recruits must complete a State certified Police Academy prior to appointment to probationary status as a police officer.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from a sworn police supervisor

ESSENTIAL JOB FUNCTIONS OF THE POSITION Duties may include, but are not limited to the following:

Successfully complete all required courses to receive a P.O.S.T. certificate.

PHYSICAL AND MENTAL CHARACTERISTICS

Essential duties require the mental and/or physical ability to maintain physical and emotional conditioning to optimally perform in this position; manual dexterity sufficient to write, type, use telephone, two-way radio, computer, use and control of firearms; see well enough to drive vehicles, read small print on documents and maps, detect subtle shades of color; hearing sufficient to conduct in person and telephone and two-way radio conversations; speaking ability in an understandable voice with sufficient volume to be heard at fifty feet of distance, on the telephone and in addressing groups; physical agility to push/pull, squat, twist, turn, bend, stoop, reach overhead, climb over obstacles such as fences and walls while running in foot pursuit of a crime suspect; physical mobility sufficient to move in and out of a vehicle repeatedly, sprint from a stand-still; physical strength to carry 30 pounds of equipment on the body for period of at least ten hours per shift, occasionally lift more than 120 pounds, repetitively lift up to 100 pounds; physical stamina sufficient to sit and drive for prolonged periods of time, to carry 30 pounds of equipment worn on the body for ten hour shifts and to repetitively move in and out of a vehicle several times per shift; mental acuity and alertness to collect and interpret data, evaluate, reason, define problems, establish facts, draw rapid valid conclusions, make rapid valid judgments and decisions. Other physical requirements as described in the P.O.S.T. Medical Screening Manual.

WORKING CONDITIONS

Depending upon specific assignment, this job is subject to hazardous and dangerous work conditions in the field that may include driving a police vehicle for ten hour shifts, occasionally at high speeds while in pursuit or in response to emergency situations. It also may include running for distances in excess of 100 yards while in foot pursuit of crime suspects, and working all weather conditions including rain, fog, wind, sun, and at night. May be subjected to verbal and physical abusive behavior, threats, insults, and be in contact with persons that carry weapons and communicable diseases.

QUALIFICATIONS

Knowledge of:

City, State and federal laws, statutes, ordinances, and court decisions as pertinent to assigned duties. Police department policies, practices, regulations and procedures. Law enforcement and crime prevention principles,

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practices and techniques. Human behavioral theories, principles, methods and practices.

Ability to:

Properly handle individuals exhibiting problem behavior, and situations presenting disorder and/or danger to self or others. Carry out orders from supervisors and other senior officers. Work effectively with a variety of co-workers and members of the public from a cross-section of educational and socio-cultural backgrounds. Demonstrate physical ability and stamina appropriate to perform the duties of the position.

Skills to:

Read and interpret complex technical documents, such as laws, ordinances and court decisions. Communicate verbally in a clear and concise manner. Write clear and comprehensive reports.

License or Certificate:

Possession of a valid California Driver's License.

Education and Experience:

An example of the education and experience which most likely demonstrates the skills, knowledge and abilities required to perform the duties would be any combination equivalent to completion of the 12th grade or GED.

Reviewed _____ Approved _____
Department Director Human Resources Officer

Approval Date _____

ORIG: 3-03, REV: 2-07