



POLICE RECRUIT

DEFINITION

Under direct supervision, actively participates in the P.O.S.T. (Peace Officer Standards and Training) prescribed Police Academy training program and the Field Officer Training Program; performs all related learning and testing activities; performs a variety of routine to complex field and administrative activities in support of police services and programs for the City's Police Department; provides comprehensive non-sworn staff support to Police Department supervisory and management personnel on a wide variety of law enforcement programs, projects, and services; and performs related duties, as assigned.

SUPERVISION RECEIVED AND EXERCISED

Receives direct supervision from an assigned sworn supervisory or management staff. Exercises no direct supervision over staff.

CLASS CHARACTERISTICS

This is the non-sworn, trainee/entry-level classification in the Police Officer class series. Incumbents learn law enforcement techniques and practices as well as City systems, operations, practices, policies, and procedures and perform non-sworn police support duties while completing the mandated peace officer academy to obtain Basic P.O.S.T. certification. Positions in the Police Officer class series are flexibly staffed and positions at the Officer level are normally filled by advancement from the Recruit level after gaining the required P.O.S.T. certificate, completing the Field Officer Training Program, and demonstrating the knowledge, skill, and experience which meet the qualifications for and after demonstrating the ability to perform the work of the higher-level class.

EXAMPLES OF TYPICAL JOB FUNCTIONS (Illustrative Only)

Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

- Learns and applies knowledge of the City of Foster City Police Department's organization, rules, and regulations.
- Learns principles and techniques of patrol procedures, community service, crime prevention, and public relations.
- Learns and applies knowledge of enforcement and procedural aspects of criminal law, arrest and control techniques, crowd control, and the enforcement of those laws.
- Learns principles and techniques of proper use and maintenance of firearms.
- Learns vehicle operation including the Vehicle Code.
- Learns basic criminal investigation processes and techniques, including the identification, collection, and preservation of evidence, courtroom testimony, and interviewing witnesses.
- Learns and practices physical fitness and defense techniques programs.
- Learns and practices first aid and cardiopulmonary resuscitation (CPR).
- Learns to use computers for data entry and recovery and report preparation.

- Learns to operate stationary and moving radar units.
- Learns to recognize problems needing to be addressed and propose solutions.
- Learns to perform specialized patrol duties on a bicycle or motorcycle.
- Performs other related duties as assigned.

QUALIFICATIONS

Knowledge of:

- Basic functions, principles, and practices of law enforcement agencies.
- Activities and programs of a municipal Police Department.
- Basic principles of record keeping.
- Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and City staff.
- The structure and content of the English language, including the meaning and spelling of words, rules of composition, and grammar.
- Modern equipment and communication tools used for business functions and program, project, and task coordination.
- Computers and software programs (e.g., Microsoft software packages) to conduct, compile, and/or generate documentation.

Ability to:

- Learn basic functions, principles, and practices of law enforcement agencies.
- Learn police terminology and law enforcement codes.
- Understand, interpret, and apply all pertinent laws, codes, regulations, policies and procedures, and standards relevant to work performed.
- Successfully graduate from a POST approved Basic Police Academy.
- Qualify in the use of firearms on a regular basis.
- Perform law enforcement duties within an assigned program area to ensure the protection and safety of life and property.
- Observe accurately; recall faces, names, descriptive characteristics, numbers, and facts of incidents and places.
- Hear and understand verbal communications at normal speaking tones via voice, radio and telephone and to verbalize succinctly.
- Identify and be responsive to community issues, concerns, and needs.
- Make sound, independent decisions in non-emergency and emergency situations.
- Operate the equipment and vehicles of the department in a safe and responsible manner under normal and emergency conditions.
- Prepare legible, clear, concise and factual reports, correspondence, and other written materials in a timely manner.
- Maintain accurate records and files of work performed.
- Effectively use computer systems, software applications, and modern business equipment to perform a variety of work tasks.
- Communicate clearly and concisely, both orally and in writing, using appropriate English grammar and syntax.
- Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.

- Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

Education and Experience:

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Equivalent to graduation from the twelfth (12th) grade.

Licenses and Certifications:

- Possession of a valid California Driver's License, and a good driving record, to be maintained throughout employment.

PHYSICAL DEMANDS

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; maintain P.O.S.T. physical standards, including mobility, physical strength, and stamina to respond to emergency situations and apprehend suspects; vision to maintain firearms qualification and to read printed materials and a computer screen; and hearing and speech to communicate in person, before groups, and over the telephone or radio. The job involves fieldwork requiring frequent walking on uneven terrain, and climbing and descending structures to access crime scene and to identify problems or hazards. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate police services equipment. Positions in this classification frequently bend, stoop, kneel, reach, and climb to perform work and inspect work sites. Employees must possess the ability to lift, carry, push, and pull materials and objects necessary to perform job functions.

ENVIRONMENTAL CONDITIONS

Employees work indoors and outdoors, and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures. The principal duties of this class are performed in a police station environment with exposure to criminal offenders, mentally ill individuals, and persons potentially infected with communicable diseases.

Licenses and Certifications:

- Possession of a valid California Driver's License, and a good driving record, to be maintained throughout employment.

SPECIAL REQUIREMENTS:

- Must be 21 years of age.
- Either be a U.S citizen or obtain U.S citizenship within the period of time as prescribed by law.
- Must pass a comprehensive physical and psychological examination as provided in the Medical Screening Manual by POST. Weight proportionate to height and build. Vision acuity minimum of 20/100 corrected to no less than 20/30 and normal color vision.
- Must have no record of felony criminal convictions or misdemeanor convictions, which affect his/her creditability as a witness in a court of law.

- Must be of good moral character and able to pass a thorough background investigation conducted under POST guidelines, including a polygraph and psychological testing.

WORKING CONDITIONS

Incumbents may work unusual hours, rotating shifts, evening, night., weekend and holiday shifts.