The Position

Police Recruit is the entry-level position to a carerer in municipal law enforcement. After successfully completing the Police Academy, the Police Recruit will automatically promote to the classification of Peace Officer.

Qualifications

General

Must at least be 20 years of age at time of application and 21 years of age at time of appointment; must have a valid California driver's license at time of appointment, and meet citizenship requirements as defined under California Government Code Sections 1031(a) and 1031.5.

Education

Per Government Code Section 1031(e), United States high school graduation, or passage of the General Education Development (GED), or attainment of a two-year or four-year degree from an accredited college or university.

Personal Qualifications

Must possess a good character and reputation; superior self-command, alertness, and judgment; ability to establish and maintain good working and public relations. Conviction of a serious offense, repeated or numerous convictions for minor offenses, conviction of an offense involving moral turpitude, or discharge from the military service under other than honorable conditions may be disqualifying. Candidates will be subject to a thorough background investigation, a voice stress analysis, and after a conditional offer of employment, a psychological and medical evaluation.

Knowledge, Skills, and Abilities

Ability to write in a clear and concise manner; prepare reports using a computer; communicate effectively with co-workers and the public; excellent interpersonal and communication skills; perform a wide range of physical duties to include: running, stooping, jumping, climbing, walking on uneven surfaces, lifting heavy objects, crawling, driving an automobile, talking on a radio, using a firearm, and other physical duties as required. Must be willing to work in hazardous situations.

Qualifications (cont.)

Physical Standards

Proportionate weight to height; excellent physical condition. Upon selection, candidate must pass a stringent medical examination. Vision requirements: eyesight must be correctable to 20/40 both eyes and 20/20 uncorrected both eyes.

Selection Process

Application Review

Applications will be reviewed to ensure that candidates meet the age, licensing, citizenship, and education requirements. All statements made in the application materials are subject to verification; false statements will be cause for disqualification or discharge.

Written Examination

Applicants who meet the education, age, and licensing requirements will be invited to a written examination. The written examination is a California Peace Officer Standards and Training (POST) Entry-Level Test Battery that has two components:

1. Reading Component - measures reading comprehension
2. Writing Component - measures clarity, vocabulary, and spelling

The written exam takes three hours to administer. This includes thirty (30) minutes for the proctor to read the test instructions and for the applicants to code demographic information on the machine-readable forms. Two and one half hours are allowed for actual completion of the test battery.

POST score the written examination. Results are released 2-3 weeks after the written exam.

Thorough overview of the test, practice test items, and test taking strategies are available at POST's website www.post.ca.gov

Selection Process (cont.)

Physical Agilities Test (PAT)

The Physical Agility Test (PAT) is designed to be a specific measure of the physical capabilities necessary to perform the duties of a Peace Officer.

Test events are designed to simulate actual areas of police work. The events include:
[1] a 1.5 mile run to be completed in 15 minutes or less;
[2] an agilities course to be completed in 3.5 minutes or less.

Interview

Applicants that pass the written examination and the PAT will be invited to an interview, which will consist of questions regarding education, experience, interest, and personal qualifications. The interview panel will consist of members from the Human Resources Department and ranking members from the Police Department.

How to apply

A schedule of events, including application deadlines, is available at www.chulavistapd.org OR:

City of Chula Vista
Human Resources Department
276 Fourth Avenue
Chula Vista CA 91910

Applicants seeking additional information should contact the Human Resources Department at (619) 691-5095.

Applications may be downloaded from our website at www.chulavistaca.gov.

Assigned Analyst:
Linette C. Abille
(619) 409-5926
labille@ci.chula-vista.ca.us

Updated: April 2007

Salary and Benefits
Effective January 2007

Police Recruit	
A	B
$3,932.19	$4,128.80

Note: A Police Recruit, a non-sworn position, will attend the Police Academy to receive the necessary knowledge, skills, and abilities to become a successful Peace Officer. The Chula Vista Employees Association (CVEA) will represent the Police Recruit until promotion to Peace Officer. Once promoted, the employee will then be represented by the Police Officers Association (POA) effective on the date of promotion.

The following benefits are offered to Peace Officers represented by POA:

Retirement The City provides the 3% at 50 formula and contributes the employee's 9% share to the Public Employees Retirement System (PERS). The City does not participate in Social Security, but participates in Medicare.

Health Benefits: The City pays FULL COST of Kaiser and dental HMO coverage for safety employees and their dependents. There is a $600 yearly, out-of-pocket premium for Pacificare HMO coverage. Safety employees that elect the dental PPO Plan pay the difference in premium between the dental HMO and dental PPO for themselves and their dependents.

Life Insurance: The City provides $50,000 group term life insurance.

Vacation and Holidays: This position receives 10 days of vacation for the 1st-4th year of service; 15 days for the 5th-9th year; 20 days for 10th-14th year; 25 days for 15th and succeeding years of service plus 5 floating holidays amd 7 fixed holidays.

Sick Leave: Sick leave is accrued at the rate of 3.69 working hours for each bi-weekly pay period of service, 96 hours annually.

Bilingual Pay: $200 per month

Education/POST Incentive Pay: $200 for an Associate's degree; $300 for a Bachelor's degree or Advanced/Supervisory POST; $350 for a Bachelor's degree and Advanced/Supervisory POST; $400 for a Master's degree or higher.

Uniform/Equipment: All regulation police uniforms and equipment (excluding shoes) will be provided at City's expense.

Recruitment Incentive Program: Bonus equivalent to 10 hours of base pay when he/she refers an indivisual to the department as a Police Recruit or Peace Officer and the individual successfully completes the academy and probationary process and becomes a permanent employee.

Spirit of Excellence

Chula Vista Police Department

Mission Statement

The mission of the Chula Vista Police Department is to enhance quality of life in the City of Chula Vista by:

Providing a proactive and professional level of police service ensuring safety through committment, integrity, and trust

Managing resources effectively

Treating all persons with fairness, respect, and dignity

Maintaining a partnership with the community to meet contemporary and future challenges

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Values Statement

We, the members of the Chula Vista Police Department, believe in and are committed to:

Honesty and Integrity

Fairness

Teamwork

Communication

Employee Development

Recognition

Work Ethic

Leadership

The City of Chula Vista

Founded in 1911, Chula Vista is a beautiful coast community with a population of over 217,500 located seven miles south of downtown San Diego. In Chula Vista, you will find the best California has to offer, including a great year-round climate with smog-free air; two marinas with easy access to San Diego Bay for sailing, windsurfing, water skiing, and other water sports; nearby beaches and beautiful foothills and back country with bass fishing in Otay Lake; and opportunities for horseback riding, hiking, and camping.

The City of Chula Vista has 40 parks, three regulation golf courses, two municipal swimming pools, 61 tennis courts, and four community centers. There is a fine school system. Excellent shopping facilities and modern housing are available throughout the City. Chula Vista will continue to develop as a community with plans on the drawing board for 20,000 additional homes over the next 20 years and exciting plans for the development of the Bayfront. Chula Vista is also the home to the Olympic Training Center. Located in one of the most beautiful areas of the nation, Chula Vista offers an excellent place to live and work.

The Police Department

The Chula Vista Police Department's 252 sworn and 113 civilian employees are divided into the Patrol Operations; Investigations; Administrative Services; and Fiscal Operations/Research Divisions, which are supervised by three Captains and an Administrative Services Manager. The Police Department's philosophy encompasses solid labor-management relationship with the community for which it serves. Over the last eight years, the department has celebrated an over 90% approval rating from Chula Vista citizens.

In March 2004, the department opened a new, state-of-the-art 150,000 sq. ft. police facility. This new $63 million facility provides the men and women of the Chula Vista Police Department the tools and space to work effectively as the City grows. This new facility also features a Type I Holding Facility that contains 47 beds to temporarily house prisoners awaiting arraignment. This is the only Type I facility in San Diego County.

With its fiscal year 2006-2007 budget of approximately $50.9 million, the department has the primary responsibility for crime prevention; protection of life and property; apprehension of offenders; investigation of crimes and incidents; enforcement of laws and regulations; and the provision of a variety of services. Specialty units in the department include Research and Development, Technology Unit, Crime Laboratory, state-of-the-art 911 Dispatch Center, Narcotics Enforcement Team, Traffic and DUI Enforcement Unit, School Resource Officers, Gang Suppression Team, Motor Officers, Street Team, K-9 units, a Riot Control squad, Crisis/Hostage Negotiation Team and SWAT.

EMPLOYMENT INFORMATION

PRE-PLACEMENT PHYSICAL

Employment is contingent upon successful completion of a pre-placement medical exam that may include a drug screen and a psychological evaluation.

SMOKING POLICY

The City of Chula Vista has a policy that prohibits smoking in all City buildings and vehicles.

AMERICANS WITH DISABILITIES ACT (ADA)

The City of Chula Vista will provide reasonable accommodation in the examination process when requested by a qualified applicant at least one week prior to the exam. To request reasonable accommodation contact the Human Resources Department.

EMPLOYMENT ELIGIBILITY VERIFICATION

The successful applicant will be asked to show proof of citizenship or provide documentation that gives the individual the legal right to work in the United States.

VETERANS PREFERENCE

If you have been honorably discharged or retired from the U.S. military service within the last 5 years from the closing date of this examination, you may qualify for Veterans Preference Points. Qualified veterans will have an additional 5% added to their final examination score. ***Copy of DD-214 must be attached to the application in order to qualify for Veterans Preference Points.***

The City of Chula Vista is an Equal Opportunity Employer and does not discriminate on the basis of race, color, creed, national origin, sex, religion, age, disability, medical condiion, marital status, ancestry, and pregnancy in employment or in the provision of service.

The provisions of this bulletin do not constitute an expressed or implied contract and they may be modified or revoked without notice.

PRIDE AT WORK

The Human Resources Department is committed to providing services to employees, departments, and the public to ensure an informed, quality workforce and community, while treating everyone with fairnes, dignity, and respect.

CITY OF CHULA VISTA

invites applications for

POLICE RECRUIT

www.chulavistapd.org