



**City of Morro Bay invites applications for the position of:**

**Police Sergeant**

An Equal Opportunity Employer

**SALARY:** \$78,870 - \$100,660 annual Base pay

**OPENING DATE:** May 24, 2019

**CLOSING DATE:** June 21, 2019 by 5:00 pm

**HOW TO APPLY:** Complete a city application form, include a resume and cover letter, and send to:

City of Morro Bay  
Attention: Laurie Goforth, Human Resources Analyst II  
595 Harbor Blvd.  
Morro Bay, CA 93442  
Phone: 805-772-6207

Should you have any specific questions about the position or department, you may call Chief Jody Cox at 805-772-6225.

**IDEAL CANDIDATE:**

The ideal Police Sergeant is well rounded and seasoned law enforcement professional who possesses excellent communication and supervisory skills. The ideal candidate is known for established interpersonal relationships within their community; administration and other departments; his/her leadership style is characterized by a strong command presence; unyielding integrity, and a passion for subordinate career development and continuous improvement. The individual is known for using good judgement and must be committed to the Community Oriented Policing and Problem Solving philosophy. A strong public service work ethic and a record of teamwork are essential. Applicants should have excellent interpersonal skills to effectively respond to problems and complaints from the public and be able to think clearly and act quickly and decisively in emergency situations while remaining calm.

**EXAMPLES OF DUTIES:**

Under supervision, this position will supervise, assign, and review the work of sworn and professional staff in all phases of law enforcement to include; patrol; investigations; traffic control; community oriented policing; and crime prevention programs; oversee and participate in all work activities; coordinate activities with other agencies or departments; and perform a variety of administrative and technical tasks. Shall work shift work as assigned; and performs other duties as assigned.

## **MINIMUM QUALIFICATIONS:**

Include any combination of experience and/or education that would have applied or developed the knowledge, skills and abilities required to successfully perform the essential functions of the position. The typical qualifying entrance background include:

### **Education:**

Possess an AA Degree (or equivalent) from an accredited institution or possess a California P.O.S.T. Intermediate Certificate. A Bachelor's degree is desirable.

### **Experience:**

Three (3) years of full time California law enforcement experience comparable to that of a police officer in the City of Morro Bay.

OR any combination of education, training and/or work experience to demonstrate knowledge, skills, and abilities to meet the above minimum requirements.

### **License:**

Possession of a valid and appropriate California Driver License. Must possess and maintain a satisfactory driving record and be insurable to operate City vehicles.

Successful completion of the Peace Officers Standards and Training Commission's Supervisory Training course, or completion with 12 months following appointment.

### **Knowledge of:**

Contemporary police science principles, methods, practices and techniques; practices and principles of community based policing; pertinent Federal, State and local laws and ordinances, particularly with reference to arrest, search and seizure, and evidence; departmental policies; functions and objectives of Federal, State, and other local law enforcement agencies; principles and practices of effective administration, budget, accounting, information technology, management, supervision, evaluation and training; and principles and practices of exemplary customer service.

### **Ability to:**

Effectively supervise subordinate staff; oversee and evaluate the work of assigned personnel; analyze complex police problems; take a proactive approach to problem solving; properly interpret and make decisions in accordance with laws, regulations and policies; effectively perform the position's required duties and responsibilities; communicate effectively in both oral and written form; establish and maintain effective working relationships; collaborate with a variety of diverse interest groups in reaching a consensus for the betterment of the community; demonstrate an awareness and appreciation of the cultural diversity of the community; and lead accountability processes that measure organizational goals and objectives.

## **SELECTION PROCESS:**

A completed City application must be on file with the Police Department to be considered. The job announcement should not be interpreted as all inclusive. Completed City applications received by the final filing date will be reviewed and those candidates most qualified will be invited to participate in the selection process which will consist of, but not limited to, application screening in relation to position criteria, written exercise, oral board interview(s), and finalist interviews.

## **THE DEPARTMENT:**

The Department's vision statement is simple: excellence in service. The Morro Bay Police Department is committed to providing the highest level of police services in partnership with our community. The management and leadership philosophy is one of collaboration, recognizing that every employee is important to the organization and to encourage our employees to foster and feel part of the organization. The Department encourages employee input on decision making within the organization.

The Department's current staffing is comprised of: Police Chief, Commander, Support Services, Sergeants, Corporal, Senior Officers, Investigations, School Resource Officer and Patrol Staff. Sergeants are assigned to supervise and mentor officers who are under their care. Sergeants are charged with supervising patrol staff and special officer assignments including Investigations, Canine Officer, School Resource Officer, Regional SWAT, Bicycle Patrol, Explorer Advisor and other assignments. The Department currently works a "3-12" work schedule and the Patrol Sergeant is expected to perform all the functions of a regular Patrol Officer.

## **THE CITY:**

The City of Morro Bay is a charming, tranquil community located on California's picturesque Central Coast halfway between Los Angeles and San Francisco. It is a spectacular setting, with magnificent Morro Rock, harbor, rolling breakers in the outer bay, a sand spit and quiet inner bay. The community enjoys a peaceful way of life with miles of sandy beaches and offers plentiful opportunities for outdoor activities. Tourism and commercial fishing are the main features of the local economy. Morro Bay's population is 10,000. The median cost of housing in Morro Bay and the surrounding area is approximately \$650,000. There is no requirement to live within the city limits.

Local schools are excellent, and Cuesta College and Cal Poly State University are within an easy 15-minute commute. San Luis Obispo located 12 miles to the south offers expanded shopping, entertainment, cultural and recreational activities and events. There are many nearby lakes offering fresh water fishing and boating opportunities. Morro Bay is truly a family-oriented community and boasts one of the lowest crime rates in the area.

## **COMPENSATION & BENEFITS:**

Salary: \$78,870 - \$100,660

Vacation: Annual accrual up to 160 hours      Holidays: 13 days per year

Sick Leave: 8 hours for each month of service      Option to convert sick time to vacation

Incentive Pay for P.O.S.T. Certificates: Intermediate \$140, Advanced \$140

Uniform Allowance: \$1,150/yr

Retirement: CalPERS Members: 3% @ 50; single highest year; or 3% @ 55; average of 3 highest years; or 2.7% @ 57; average of 3 highest years. The Memorandum of Understanding defines the benefits in detail.

Insurance: Medical paid up to \$1,460/family; dental, life, and vision up to \$172.10/family.

***\*Our Vision\****



***Excellence in Service***