



The Stallion Springs Police Department is seeking Officers to join our team:

- **Full-Time Police Officer/ Part-Time Police Officer**
 - **Requirements:**
 - Must possess a California Basic P.O.S.T. certificate or higher
 - Must have successfully completed one year of probation as part of a California P.O.S.T. approved law enforcement agency or equivalent.
 - Must have successfully completed a Field Training Program.

JOB SUMMARY

Under general supervision, performs field and/or administrative police work in order to protect life and property by detecting and preventing the commission of crimes and enforcing laws and ordinances; may work in various special assignments as required; performs other related duties.

ESSENTIAL FUNCTIONS STATEMENT

Essential functions, as defined under the Americans with Disabilities Act, may include the following duties and responsibilities, knowledge, skills, and other characteristics. This list of duties is illustrative only, and is not a comprehensive listing of all functions and tasks performed by this position.

Essential Functions:

The following duties are typical for the classifications of Police Officer. Incumbents may not perform all of the listed duties and/or may be required to perform additional or different duties from those set forth below to address agency needs and changing business practices.

- Confront problems and enforce laws professionally and within established guidelines.
- Patrol assigned areas by car, foot, or vehicle.
- Conduct initial and follow-up investigations.
- Traffic enforcement; stop drivers operating vehicles under violations of the law; warn drivers against illegal practices; issue citations; make arrests for traffic violations.
- Operate a vehicle safely under varied and sometimes difficult conditions, including emergencies.
- Examine and control crime scenes of all types; provide effective traffic control and management of traffic accident scenes; write traffic accident reports and draw related diagrams.
- Respond to calls regarding burglaries, robberies, homicides, suicides, thefts, domestic violence, and other violations of law; take appropriate action as prescribed by law and departmental policy.
- Respond to fires, accidents or emergency situations, keep bystanders out of danger, safeguard property and render first-aid and/or cardiopulmonary resuscitation to the ill or injured in compliance with departmental training and standards.



- Maintain composure and take appropriate action during emergency or tense situations; physically control individuals, if necessary, with the reasonable use of force prescribed by law and departmental policy.
- Meet qualification standards in the discharge of firearms; proper care, handling and maintenance of firearms and other protective and restraint equipment
- Practice and emphasize the principles of Community Oriented Policing; participate in community policing efforts and problem-solving projects; conduct a thorough analysis of problems in assigned areas to identify root causes of crime and apply problem-solving principles.
- Work with the community and other District departments to address crime, reduce fear and improve police-community relations.
- Organize or assist in the organization of community meetings aimed at solving specific problems or improving community living standards.
- Recognize visible signs of disorder which often lead to neighborhood deterioration and take positive action to improve the situation through coordination of actions with investigators and other officers, as well as community groups and individuals.
- Conduct parolee and probationary checks.
- Serve warrants.
- Testify in court in connection with the prosecution of offenders; coordinate with the Office of the District Attorney.
- Perform Code Enforcement activities.
- Search for wanted or missing persons and lost children.
- Provide information and assistance to the general public; promote the vision and goals of the organization.
- Provide ethical leadership and uphold ethical standards.
- Act courteously toward others and take direction from supervisors, while maintaining good working relationships with other members of the Department and District.
- Work extended and irregular hours as required; maintain availability for on-call status.
- Complete scheduled assignments in a quality manner and on time; provide dependable service to the community.
- Communicate effectively orally and in writing; prepare extensive and complex reports, which may be used as a basis for potential prosecutions in court; use of police radio in a professional and courteous manner.
- Other duties as assigned.

KNOWLEDGE & ABILITIES:

Knowledge of:

- Local, state, and federal laws, codes and ordinances
- Police methods and procedures including patrol, crime prevention, traffic control, and investigation
- Laws governing the apprehension, arrest, and custody of persons accused of felonies and misdemeanors
- Rules of evidence pertaining to search and seizure and preservation



- Operation of police equipment and tools including firearms
- Report preparation and writing; proper documentation
- Court rules and procedures
- Methods and techniques of crowd control
- Occupational hazards and safety practices
- First aid principles, practices and techniques
- Proper English usage, spelling and grammar
- Applicable computer hardware and software, including but not limited to report preparation, evidence booking and data retrieval
- Geography of the area assigned

Ability to:

- Work rotating shifts, overtime, nights, weekends, holidays, and emergency call-outs; maintain availability for on-call status
- Perform a wide range of law enforcement assignments
- Respond to community issues, concerns and needs in a tactful and courteous manner
- Analyze a situation or problem and determine a timely and appropriate course of action
- Think clearly, act quickly and communicate concisely in emergency situations
- Disassemble, clean, maintain, load and discharge a firearm; use and care of other police equipment
- Relate to the public in a fair, tactful and courteous manner; put people at ease to gain their confidence and cooperation
- Diffuse high stress situations; deal effectively with people in different emotional states or those suffering from mental illness
- Control violent people and effect arrests
- Exercise tact, self-restraint, judgment and strategy when dealing with a variety of people, including members of the public, co-workers and representatives of other agencies
- Read and interpret complex technical documents such as laws, codes, ordinances, court decisions, general and special orders, memorandums and training bulletins.
- Work effectively and independently in the absence of supervision
- Understand and follow oral and written instructions
- Accept correction and constructive criticism and apply it to performance
- Communicate clearly and concisely, both orally and in writing
- Observe and recognize people, vehicles, activities, street signs and environmental conditions from a reasonable distance during day and night
- Carry, lift, and run after suspects or victims
- Maintain physical condition necessary for the performance of assigned duties and responsibilities



EDUCATION, EXPERIENCE & TRAINING

Requirements for position:

- Must be 21 years of age by the time of appointment.
- High school graduate or G.E.D.
- Must possess a valid California Class C driver license by the time of appointment.
- Must be a citizen of the United States or a permanent resident alien who is eligible and has applied for United States citizenship.
- Must be fingerprinted for purposes of search of local, state, and national fingerprint files to disclose any criminal records. Must be of good moral character, as determined by a thorough background investigation.
- Must be free of any felony convictions.
- Must be of proportional height to weight, be physically able to handle the rigorous duties of police work; possess normal hearing and color perception, minimum vision of 20/100 in each eye, correctable to 20/20.
- Must be able to pass a comprehensive background investigation per California P.O.S.T. guidelines.
- Prior to appointment, candidates must successfully complete a polygraph test, psychological and medical examination, and an extensive background investigation process.
- Smoking and/or the use of tobacco products on or off duty are prohibited as a condition of employment.
- Any visible tattoo(s), body art and/or body piercings are prohibited while performing department duties.
- Must successfully pass a 12 month probationary period.

The ideal candidate will possess:

- An associate's degree or higher from an accredited college with major coursework in police science, criminal justice, or a related field is highly desirable.
- High emotional intelligence.
- A genuinely friendly and approachable manner.
- Outstanding communication and writing skills.
- Successful completion of a one year of probation as part of a California P.O.S.T. approved law enforcement agency if you are applying for a full-time position (lateral).
- Possession of Intermediate or Advanced California P.O.S.T certificate.

Benefits

The Stallion Springs Community Services District offers a competitive benefits package including dental, vision and medical. Pay is dependent on experience and qualifications. We participate in the CalPERS retirement system and Social Security. Part-time officers do not receive any above mentioned benefits.

The Department's Mission

It is the mission of the Stallion Springs Police Department to:

- Protect lives and property
- Solve problems, keep the peace



- Offer impartial individual service and friendship to all members of this community by the ready exercise of courtesy and friendly good humor
- Be leaders in our profession by serving with honor, integrity, and empathy, while at all times conducting ourselves with the highest ethical standards to maintain public confidence
- Train ourselves in both our ethical approach to police work, and our tactical expertise, so we may continue to provide the highest level of professional service to our citizens in the safest manner possible
- Always be ready to offer individual sacrifice in protecting and preserving life

Our Motto

"We Live to Serve"

Our motto conveys that serving humanity is one of the greatest commitments a person can make and that we take this commitment to heart. We go above and beyond to serve by being empathetic listeners, helping others get through hard times by offering sound advice and un-rushed time to listen, and assisting people to solve their problems, misunderstandings and disputes. Our ultimate goal is to make the world a better place one person, one call, one contact at a time.

How to Apply

1. Submit your resume and application via mail or email only. Resumes and applications submitted in any other form will be disqualified.

Mailing Address:

Gary Crowell, Chief of Police
Stallion Springs Police Department
27800 Stallion Springs Drive
Tehachapi CA 93561

Email Address:

jbarnard@stallionspringscsd.com

2. Visit our webpage at: and print an Application form from that page. The application should be submitted with your resume.

Your Resume Must Include:

1. Your full name
2. Your email address
3. Your home and/or cell phone number
4. Copy of high school diploma or GED certificate
5. Any college information
6. All relevant California P.O.S.T. certification and documentation
7. All work experience



The Process

1. An application screening committee will select applicants whose education, experience, and training most closely match the requirements of the position and the needs of the department.
2. Those candidates that most closely match the requirements will be invited to an oral interview.
3. Candidates who the oral interview panel believes are amongst the most outstanding may be interviewed by a panel board or the Chief of Police.
4. Successful candidates will be contacted as necessary. All candidates will be notified of their status throughout the process. Any inquiries as to the process or applicant status should be directed to Officer James Barnard at jbarnard@stallionspringscsd.com
5. The Police Chief will have the final decision as to which candidates will receive a conditional job offer.

Remember

This is a team. We work hard together, train hard together, and have committed ourselves to our motto, "*Live to Serve*". We expect our team to be friendly, approachable, and tactically sound and possess strong emotional intelligence. If you think this is you, we welcome you to apply!