



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

**Police Officer – Lateral & Academy Graduate**

An Equal Opportunity  
Employer

**SALARY:** \$73,199 - \$93,422 Annual

**CLOSING DATE:** Open until filled

**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  
[Lgoforth@morrobayca.gov](mailto:Lgoforth@morrobayca.gov)

Should you have any specific questions about the position or department, you may contact Commander Amy Watkins at (805) 772-6237 or [awatkins@morrobayca.gov](mailto:awatkins@morrobayca.gov).

**IDEAL CANDIDATE:**

The Morro Bay Police Department is seeking highly qualified individuals to become part of our team. The ideal police officer must have excellent written and oral communication skills. The ideal applicant is a person with high energy, are mature, innovative and progressive thinking, and demonstrate self-initiative and leadership abilities. 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:**

Officers patrol assigned beats to protect life and property; intervene in disputes to protect the public and maintain order; enforce all applicable laws; conduct preliminary and appropriate follow-up investigations; handle and investigate traffic related incidents; participate in training programs; secure and collect evidence; process prisoners for booking at County Jail; prepare appropriate reports; testify in court; and perform other related tasks as required.

## **MINIMUM**

### **QUALIFICATIONS:** Education:

Possess a high school diploma or GED equivalency. AA degree is desirable.

### Experience:

Lateral or Police Academy Graduate.

### 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.

Meet P.O.S.T. requirements for vision, hearing, physical agility and medical. Be 21 years of age at time of appointment and a U.S. Citizen.

### **APPLICANTS MUST BE ABLE TO:**

Express oneself clearly in writing and speech; use of good judgment and problem solving techniques; ability to comprehend, retain, and recall information; capable of making effective, logical decisions under pressure; good observational skills and ability to sense when something is wrong; willingness to confront problems; interest in working with people; empathy & sensitivity in working with people; desire for self-improvement; pride in one's demeanor and appearance; good physical coordination, stamina, and agility necessary for the demands of police work; work various assigned shifts; accurately and safely use, care for and qualify with issued equipment including various firearms and personal safety weapons; and drive various types of police vehicles for extended periods of time.

### **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 candidate chosen for the position will be subject to a background investigation, including live scan fingerprint, polygraph and psychological testing, and pre-employment medical examination.

### **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, 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, Motor Officers, 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 approx. 10,500. 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 freshwater 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: \$73,199 to \$93,422

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 \$230, Advanced \$230

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 1,589/family; dental, life and vision programs are also offered with a maximum monthly cost of \$12.21/family.

***\*Our Vision\****  
***Excellence in Service***

