



**JOSEPH PUCCIO SECURITY &
INVESTIGATIVE SERVICES**
1940 PARKWOOD DR, YUBA CITY, CA 95993
PPO#121385



ALL CITY PATROL SERVICES
P.O. BOX 1635, YUBA CITY CA 95992
PPO# 121385

Providing your needs for security.

EMPLOYMENT APPLICATION

- **CANDIDATES MUST HAVE A CLEAN CRIMINAL BACKGROUND: NO MISDEMEANORS AND NO FELONIES**
- **CANDIDATES MUST POSSESS A VALID DRIVERS LICENSE.**
- **CANDIDATES MUST HAVE RELIABLE TRANSPORTATION**
- **CANDIDATES MUST BE ABLE TO COMMUNICATE EFFECTIVELY IN ENGLISH**
- **CANDIDATES AT LEAST 18 YEARS OF AGE**
- **CANDIDATES MUST BE ABLE TO POSSESS BASIC ENGLISH WRITING SKILLS**
- **CANDIDATES MUST BE ABLE TO QUALIFY FOR A CALIFORNIA STATE GUARD CARD AND HOLD ONE AT TIME OF EMPLOYMENT**
- **CANDIDATES MUST PRACTICE GOOD HYGIENE AND GROOMING**
- **CANDIDATES MUST BE ABLE TO PASS DRUG SCREENING**
- **CANDIDATES MUST BE ABLE TO WORK WEEKENDS AND HOLIDAYS**
- **CANDIDATES MUST BE ABLE TO WORK IN OUTDOOR ENVIRONMENTS**
- **CANDIDATES MUST BE ABLE TO WALK / STAND FOR LONG PERIODS OF TIME**
- **CANDIDATES MUST POSSESS MILITARY DRESS APPEARANCE AT ALL TIMES WHILE ON DUTY.**

All City Patrol Services is an Equal Opportunity Employer. We consider applicants for all positions without regard to race, religion, sex, national origin, age, marital or veteran status, the presence of non-job-related medical condition or handicap, or any other legally protected status.

Applicants Name _____ **Date:** _____

Applicants Email _____



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All City Patrol Services Security is a Drug Free Workplace!

PERSONAL INFORMATION

DATE: _____

NAME: _____
LAST FIRST MIDDLE

PRESENT ADDRESS _____
STREET CITY STATE ZIP CODE

PHONE NUMBER: _____ SOCIAL SECURITY: _____

STATE NAME AND RELATIONSHIP OF ANY RELATIVES IN OUR EMPLOYMENT

REFERRED BY _____

ARE YOU 18 YEARS OR OLDER? YES OR NO

DO YOU HAVE RELIABLE TRANSPORTATION? YES OR NO

ARE YOU WILLING TO TRAVEL AT LEAST 30 MILES TO AND 30 MILES FROM WORK?
YES OR NO



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LIST ALL OF YOUR BSIS LICENSES INCLUDING GUARD, FIREARMS, BATON,
INCLUDING THERE ASSIGNED NUMBERS:

Guard _____ Firearms _____

Baton _____ Other _____

(CIRCLE ALL THAT APPLY)

SECURITY OFFICER

DISPATCH OPERATOR

PATROL DRIVER

FLEET MECHANIC

OTHER: _____

START DATE: _____ SALARY DESIRED: _____

ARE YOU CURRENTLY EMPLOYED? YES OR NO

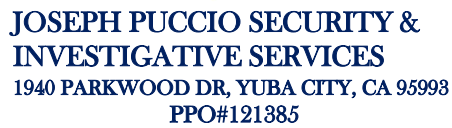
MAY WE CONTACT YOUR PRESENT EMPLOYER? YES OR NO

HAVE YOU EVER APPLIED TO THIS COMPANY BEFORE? YES OR NO

IF YES, WHEN? _____

EDUCATION

SCHOOL	NAME AND LOCATION	GRADUATED	GPA
HIGH SCHOOL		YES OR NO	
COLLEGE		YES OR NO	
OTHER (SPECIFY: TRADE, BUSINESS, OR CORRESPONDENCE SCHOOL)			



SUBJECTS OF SPECIAL STUDY OR RESEARCH WORK:

SPECIAL TRAINING/ SPECIAL SKILLS:

ACTIVITES: (CIVIC, ATHLETIC, ETC.)

CERTIFICATES – List and attached copies:



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FORMER EMPLOYERS

LIST BELOW LAST THREE EMPLOYERS, STARTING WITH THE MOST RECENT ONE FIRST

NAME OF PRESENT EMPLOYER _____

ADDRESS: _____

STARTING DATE _____ LEAVING DATE: _____

JOB TITLE: _____

DESCRIPTION OF WORK:

REASON FOR LEAVING:

WEEKLY STARTING SALARY _____ WEEKLY FINAL SALARY _____

NAME OF SUPERVISOR: _____

TITLE _____ PHONE _____

MAY WE CONTACT YOUR SUPERVISOR? YES OR NO

NAME OF NEXT EMPLOYER: _____

ADDRESS: _____

STARTING DATE: _____ LEAVING DATE: _____

JOB TITLE: _____

DESCRIPTION OF WORK:



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REASON FOR LEAVING:

WEEKLY STARTING SALARY: _____ WEEKLY FINAL SALARY: _____

NAME OF SUPERVISOR: _____

TITLE: _____ PHONE: _____

MAY WE CONTACT YOUR SUPERVISOR? YES OR NO

NAME OF NEXT EMPLOYER: _____

ADDRESS: _____

STARTING DATE: _____ LEAVING DATE: _____

JOB TITLE: _____

DESCRIPTION OF WORK:

REASON FOR LEAVING:

WEEKLY STARTING SALARY: _____ WEEKLY FINAL SALARY: _____

NAME OF SUPERVISOR: _____

TITLE: _____ PHONE: _____

MAY WE CONTACT YOUR SUPERVISOR? YES OR NO

NAME OF NEXT EMPLOYER: _____

ADDRESS: _____

STARTING DATE: _____ LEAVING DATE: _____



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JOB TITLE: _____

DESCRIPTION OF WORK:

REASON FOR LEAVING:

WEEKLY STARTING SALARY: _____ WEEKLY FINAL SALARY: _____

NAME OF SUPERVISOR: _____

TITLE: _____ PHONE: _____

MAY WE CONTACT YOUR SUPERVISOR? _____ YES OR NO

REFERENCES

BELOW, LIST THE NAMES OF THREE PERSONS YOU ARE NOT RELATED TO, WHOM YOU HAVE KNOWN AT LEAST ONE YEAR OR MORE.

NAME	ADDRESS	PHONE NO.
1.		
2.		
3.		

PLEASE LIST YOUR TWO CLOSEST RELATIVES

NAME	ADDRESS	PHONE NO.
1.		
2.		



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MILITARY SERVICE RECORD

BRANCH OF SERVICE
DISCHARGE DATE
DISCHARGE RANK

SPECIAL QUESTIONS

Have you ever been convicted of any crime such as a (MISDEMEANOR OR FELONY)?

YES___ OR NO___

IF you check Yes, please explain: _____

When? _____

Where? _____

What happened? _____

Disposition? _____

Do you have any special limitations that may hinder your performance of the essential functions of the job for which you are applying for today? YES___ OR NO___

If you check yes, what accommodation may be made to enable you to perform the essential functions of the job you are applying for today? (Please explain)



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EMPLOYEE PROFILE

I AM AVAILABLE FOR:

FULL TIME _____ **PART TIME** _____

WHAT DAYS ARE YOU AVAILABLE TO WORK?

Monday, Tuesday, Wednesday, Thursday, Friday, Saturday, Sunday

DO YOU HAVE:

STATE GUARD CARD? **YES** OR NO

IF SO, PLEASE GIVE THE NO.: _____ EXPIRATION DATE: _____

HAVE YOU EVER HAD DOD CLEARANCE? YES OR NO

DATE: _____ LEVEL OF CLEARANCE: _____

EXPIRATION: _____

CHECK THE DAYS AND SHIFTS THAT YOU ARE AVAILABLE TO WORK BELOW;



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MONDAY	TUESDAY	WEDNESDAY	Thursday	Friday	Saturday	Sunday
DAY						
SWING						
GRAVE						

PLEASE SPECIFY TIMES THAT YOU ARE NOT AVAILABLE TO WORK

MONDAY	TUESDAY	WEDNESDAY	Thursday	Friday	Saturday	Sunday
DAY						
SWING						
GRAVE						

WRITING SKILLS

IN NO LESS THAN 25 WORDS, TELL US WHY YOU WANT TO WORK AS A SECURITY OFFICER AT ALL CITY PATROL SERVICES,



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PLEASE READ THE BELOW CAREFULLY

"I CERTIFY THAT THE FACTS CONTAINED IN THIS APPLICATION ARE TRUE AND COMPLETE TO THE BEST OF MY KNOWLEDGE AND UNDERSTAND THAT, IF EMPLOYED, FALSIFIED STATEMENTS ON THIS APPLICATION SHALL BE GROUNDS FOR DISMISSAL.

I AUTHORIZE INVESTIGATION OF ALL STATEMENTS CONTAINED HEREIN AND THE REFERENCES AND EMPLOYERS LISTED ABOVE TO GIVE YOU ANY AND ALL INFORMATION CONCERNING MY PREVIOUS EMPLOYMENT AND ANY PERTINENT INFORMATION THEY MAY HAVE, PERSONAL OR OTHERWISE AND RELEASE THE COMPANY FROM ALL LIABILITY FOR ANY DAMAGE THAT MAY RESULT FROM UTILIZATION OF SUCH INFORMATION.

I ALSO UNDERSTAND AND AGREE THAT NO REPRESENTATIVE OF THE COMPANY HAS ANY AUTHORITY TO ENTER INTO ANY AGREEMENT FOR EMPLOYMENT FOR ANY SPECIFIED PERIOD OF TIME, OR TO MAKE ANY AGREEMENT CONTRARY TO THE FOREGOING, UNLESS IT IS IN WRITING AND SIGNED BY AN AUTHORIZED COMPANY REPRESENTATIVE."

I UNDERSTAND THAT MY EMPLOYMENT IS NOT FOR A SPECIFIED OR DEFINITE TERM, AND I MAY BE DISCHARGED, OR I MAY RESIGN, AT ANY TIME, FOR ANY REASON, WITH OR WITHOUT GOOD CAUSE, AND WITH OR WITHOUT PRIOR NOTICE. I FURTHER UNDERSTAND THAT THIS POLICY CANNOT BE CHANGED OR AMENDED EXCEPT BY WRITTEN AGREEMENT SIGNED BY ME AND BY AN AUTHORIZED CORPORATE OFFICER.

Signed this _____ day of _____, 2025, IN THE COUNTY OF _____



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STATE OF CALIFORNIA, _____
Employee's Signature

Print Name: _____

Signature

Date

EMPLOYEE NON-COMPETE and CONFIDENTIALITY/DISCLOSURE AGREEMENT

FOR GOOD CONSIDERATION, and in consideration of being employed by All City Patrol Service Security, the undersigned employee hereby agrees and acknowledges:

1. That during my employ there may be disclosed to me certain trade secrets of the Company; said trade secrets consisting of but not necessarily limited to:

(a) Technical information: Methods, processes, formulae, compositions, systems, techniques, inventions, machines, computer programs and research projects.

(b) Business information: Customer lists, pricing data, sources of supply, financial data and marketing, production, or merchandising systems or plans.

2. I agree that I shall not during, or at any time after the termination of my employment with the Company, use for myself or others, or disclose or divulge to others including future employees, any trade secrets, confidential information, or any other proprietary data of the Company in violation of this agreement.

3. That upon the termination of my employment from the Company:

(a) I shall return to the Company all documents and property of the Company, including but not necessarily limited to: drawings, blueprints, reports, manuals, correspondence, customer lists, computer programs, and all other materials and all copies thereof relating in any way to the Company's business, or in any way obtained by me during the course of employ. I further agree that I shall not retain copies, notes or abstracts of the foregoing.

(b) The Company may notify any future or prospective employer or third party of the existence



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of this agreement, and shall be entitled to full injunctive relief for any breach from both parties at a minimum of \$25,000.00.

(c) This agreement shall be binding upon me and my personal representatives and successors in interest, and shall inure to the benefit of the Company, its successors and assigns or else the employee shall be personally liable for the amount of no less than \$25,000.00 in remuneration proceeds to the company.

That during my employment, upon my termination, and notwithstanding as to cause of termination whatsoever,

I shall not compete with the company, its successors, or assigns or else be subject to fines of no less than \$50,000.00 plus attorney fees such as may be necessary for all cause therein at the rate of \$400.00 per hour. The term "not-compete" shall mean not directly or indirectly use any information that I received, obtained, derived, learned, used, reported, and dealt with while employed by All City Patrol Services. The terms of this accord shall remain in effect for 2 years and shall be in full force for the range of the entire State of California.

Signed this _____ day of _____, 2025, IN THE COUNTY OF _____

STATE OF CALIFORNIA, _____
Employee's Signature

Print Name: _____

EMPLOYEE HOLD HARMLESS AGREEMENT

FOR GOOD CONSIDERATION, and in mutual consideration of being employed by All City Patrol Services, the undersigned employee hereby agrees and acknowledges to "ride-along" in the patrol vehicle with the on-duty Officer as an observer only. I hereby and hereon release All City Patrol Services from all potential and/or possible damages that could or might occur during the period. I do fully understand and confirm that this period is at my request, is completely voluntary, and is not a paid employment position in any way, shape, or form.

Signed this _____ day of _____, 2025, IN THE COUNTY OF _____



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STATE OF CALIFORNIA, _____
Employee's Signature

Print Name: _____

EMPLOYEE TRAINING MEMORANDUM

FOR GOOD CONSIDERATION, and in mutual consideration of being employed by All City Patrol Services the undersigned employee hereby agrees to and acknowledges an 8-hour training period in the patrol vehicle with the on-duty Officer as a "TRAINEE". I hereby and hereon release All City Patrol Services from all potential and/or possible damages that could or might occur during the period. I do fully understand and confirm that this training period is being provided at my request, and while it is a paid employment position that is conditional to my continuing employment, is to be compensated at the hourly rate I am being hired at the current **minimum wage rate per the laws, rules, and regulations of the State of California.**

Signed this _____ day of _____, 2025, IN THE COUNTY OF _____

STATE OF CALIFORNIA, _____
Employee's Signature

Print Name: _____

Printed name

Employee / Prospect

A reminder as to timecards, and your supervisory chain of command: Your completed timecards are to be turned in to your supervisor and delivered with his/her summary on Monday of each week. Failure to submit the timesheet/timecards on Monday each week causes a lot of difficulty and is a performance issue. Please make sure to get them delivered in a timely fashion so that payroll can be processed in the same fashion! Failure to complete timesheets/timecards as required will result in termination.



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Last, please recall that as you may move from site to site, your rate of pay will be designated by that post. For example, when moving from a standing unarmed to armed patrol, your entry rate would increase from \$17.00 to \$18.00. At the same time, if you are working armed at \$18.00 and then work temporarily at an unarmed site that pays \$17.00, you would receive the \$17.00 for those hours. You are paid per the contract and no less than \$17.00 per hour.

It helps to pre-clarify these matters as well so that there are no misunderstandings. In any case, please continue as always in providing the best service that the industry has to offer.

Signed this _____ day of _____, 2025, IN THE COUNTY OF _____

STATE OF CALIFORNIA, _____
Employee's Signature

Print Name: _____

30-60-90 DAY PROBATION MEMORANDUM

FOR GOOD CONSIDERATION, and in mutual consideration of hired and employed by All City Patrol Services, the undersigned employee hereby agrees to and acknowledges a 30-60-90-day probationary period. I hereby and hereon release All City Patrol Services from all potential and/or possible damages that could or might occur during the period. I do fully understand and confirm that this is a probationary period and while it is a paid employment position that is conditional to my continuing employment, the additional compensation can be reconsidered upon the first and three consecutive 30-day periods provided there have been no performance issues. Such increases are not automatic, nor conditional. They are possible increases only and are not guaranteed.

Signed this _____ day of _____, 2025, IN COUNTY OF _____

STATE OF CALIFORNIA, _____
Employee's Signature



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Print Name: _____

UNIFORM AND EQUIPMENT AGREEMENT

Your signature herein and below signifies your agreement that All City Patrol Service will hold your final check for your appearance in the office to turn in all equipment, including uniforms, and other issued items.

Signed this _____ day of _____, 2025, IN THE COUNTY OF _____

STATE OF CALIFORNIA, _____
Employee's Signature

Print Name: _____

Uniforms and Equipment.

(A) When uniforms are required by the employer to be worn by the employee as a condition of employment, such uniforms shall be provided and maintained by the employer. The term "uniform" includes wearing apparel and accessories of distinctive design or color.

NOTE: This section shall not apply to protective apparel regulated by the Occupational Safety and Health Standards Board.

(B) When tools or equipment are required by the employer or are necessary to the performance of a job, such tools and equipment shall be provided and maintained by the employer, except that an employee whose wages are at least two (2) times the minimum wage provided herein may be required to provide and maintain hand tools and equipment customarily required by the trade or craft. This subsection (B) shall not apply to apprentices regularly indentured under the State Division of Apprenticeship Standards. Firearms, batons, and chemicals will not be purchased by GPS – ACPS, but only by the officer.

NOTE: This section shall not apply to protective equipment and safety devices on tools regulated by the Occupational Safety and Health Standards Board.



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(C) A reasonable deposit may be required as security for the return of the items furnished by the employer under provisions of subsections (A) and (B) of this section upon issuance of a receipt to the employee for such deposit. Such deposits shall be made pursuant to Section 400 and following of the Labor Code or an employer with the prior written authorization of the employee may deduct from the employee's last check the cost of an item furnished pursuant to (A) and (B) above in the event said item is not returned. No deduction shall be made at any time for normal wear and tear. All items furnished by the employer shall be returned by the employee upon completion of the job, resignation, or termination.

I, _____, hereby acknowledge, understand, and agree with all the items above and below. All City Patrol Services policy and in adherence with California law provides that employees must receive a 30-minute meal break only if they work in excess of five hours. During shifts longer than five hours, the employee need not be relieved of all duties because it is a working lunch. At All City Patrol Services an "on duty" meal break (working lunch) is provided as the nature of the job prevents the employee from being relieved of duty and by way of this written agreement between the employer and employee. Therefore, the meal period is PAID but the officer must remain on call during the period and available to respond if necessary. Thus, the 8-hour period includes a 30-minute paid meal break. Further, if the employee is called from his meal break period or 15-minute break periods the employee shall return and complete his meal period. The employee who was interrupted during his break or meal break when returns to the break can start his break period all over again. Continuing, this agreement regarding breaks and the meal period can be withdrawn at any time at the request of the employee. Should the employee withdraw from this agreement, the employee shall be assigned to a beat where lunch breaks are available without interruption and the employee's workday will be extended thirty minutes longer to cover the lunch break period that is uninterrupted.

Signed this _____ day of _____, 2025, IN THE COUNTY OF _____

STATE OF CALIFORNIA, _____
Employee's Signature

Print Name: _____

I, _____, hereby acknowledge, understand and agree with all the items above and below. All City Patrol Services policy and in adherence with



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California law provides that employees may be employed on salary, hourly, and on commission only. Salary employees will be advised they are on salary and will receive a fixed salary that is the same all the time and will be expected to work a minimum of 40 hours per pay period which starts on Sunday and ends on Saturday's shift. Further, hourly employees may be assigned to work eight (8), or nine (9), or ten (10), or eleven (11) or twelve (12) hour shifts.

- Eight (8) hour shifts will be five eight (8) hour days a week. $5 \times 8 = 40.00$
- Nine (9) hour shifts will be five nine (9) hour shift for week one of the pay period and three (3) nine (9) hours shifts for week and one eight (8) hour shift for week two of the pay period. $45 + 35 = 80$ hours.
- Ten (10) hour shifts will be four days a week for each week worked during the two week pay period for a total of 80 hours.
- Eleven (11) hour shifts will be three days in week one and four days in week two for a total of 77 hours.
- Twelve (12) hour shifts will be three days in week one and three days in week two and the fourth day of week two will be eight 8 for a total of 80 hours.

Prior approval shall be received for hours over forty (40) in a seven (7) day period. The work week starts on the first day worked starting on Sunday and the last day of the week on Saturday.

Sales/Business Development is on a commission basis only. The employee finding the account will receive five percent of the gross monthly income of the new account for the first full month. Then the employee will be able to choose if he/she wants to work the account or wants to work with management to select an employee to patrol the account. Every new account that is obtained will be paid after the account has run for 30 days or for one month. The first month starts on the first day the first employee starts to patrol the account. After the one-month period of patrol of the new account and the new account pays for service, a check will be issued to the employee that located the account and finalized the account even if finalization is with an executive employee. The check will be five percent (5%) of the gross monthly income of the account. An accounting example is as follows:

The account brings in \$20,000.00 per month gross income five percent (5%) of \$20,000.00 is \$1,000.00. Thus, the employee will receive a \$1,000.00 check.

If the account brings in \$10,000.00 per month gross income five percent (5%) of \$10,000.00 is \$500.00. Thus, the employee will receive a \$500.00 check etc.



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While the employee is seeking business development contracts the employee will only receive the above noted five percent (5%) of the first monthly gross. While working business development the employee will not receive a salary or hourly wages. However, after the employee has acquired more accounts than can be managed working one of the accounts the employee will be elevated to account manager and will work under the direction of the James Geibig and/or Joseph Puccio and will become the responsible employee to make sure the account(s) are serviced according to All City Patrol Services standards. Account Executives will be directly under the supervision of the owner Joseph Puccio.

I have read the foregoing financial remuneration for services, and I agree and am willing to work under the conditions set forth above for payment of my services. I have been told that I can revoke this agreement at any time. However, my services with the company will be terminated as the above listed forms of work and salaries are a condition of my employment.

Print your Signature.

Sign your name.

I am aware that if I do not return the items issued to me regardless of their condition, I will not receive the \$500.00 deposit removed from my payroll checks. Thus, my final check will have those amounts listed as not turned in and the value of each when issued.

Items to be issued:

1. Two Uniform Shirts
2. Uniform Pants if needed.
3. Duty Belt
4. One set of handcuffs,
5. One handcuff case,
6. Pepper Spray and holder
7. Flashlight – Electronic stun weapon combination
8. Uniform winter jacket
9. Emergency plastic glove case holder and gloves
10. Badge



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Black swat boots which hold a shine or military dress shined shoes, or similar shoes shall be the only type of shoes used when in uniform. Tennis shoes or similar shoes are prohibited. Shoes shall be purchased by the security officer and are the sole property of the security officer.

Signed this _____ day of _____, 2025, IN THE COUNTY OF _____

STATE OF CALIFORNIA, _____
Employee's Signature

Print Name: _____

SOME SPECIAL QUESTIONS THAT NEED TO BE ANSWERED:

1. Please tell me about yourself
2. Do you have a driver's license?
3. How would you handle coming up upon three men larger than you committing a burglary at one of your contract company's buildings?
4. Have you been arrested before? If yes, what were you arrested for?



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5. What have you done in your life to improve yourself?
6. What is your weak point?
7. What is your strong point?
8. Is there anything in your background that you need to tell me that I will find out during a background investigation?
9. How far will you travel?
10. If I ask your past employer if you have been late to work, what will he/she tell me?
11. What is the highest education you have reached?
12. What are your plans to improve your education?
13. Do you plan to take all the 40 hours required before the first year is up or have you done so at this time?
14. How would you go about deescalating an angry person?