



THE CITY OF REDWOOD CITY
INVITES APPLICATIONS FOR:

POLICE OFFICER (LATERAL)

#2607

SALARY:
\$9,670 - \$11,754 / Monthly

Open Continuous
(Opened 2/11/19)

Application Process

Apply online at
www.CalOpps.org
Member Agency: Redwood City

Candidates with a disability, which may require special assistance in any phase of the application or selection process, should advise the Human Resources Division upon submittal of application.

Selection Process

All applications will be reviewed for completion, relevant education, experience, training and other job related qualifications. Those who best meet the stated qualifications and requirements for the position will be invited to participate in the selection process. The specifics of the selection process will be communicated to those selected candidates.

(Amended)



ABOUT THE CITY

The City of Redwood City is a San Francisco Bay Area community located in the heart of Silicon Valley, the technology-rich region extending from the San Francisco shoreline to the foothills of the Santa Cruz Mountains. Redwood City is the third largest city within the County of San Mateo, with over 82,881 residents. The city enjoys an average of 255 sunny days a year, which it boasts via the city slogan: "Climate Best by Government Test". We are a community that

believes in working together to maintain and improve our quality of life. In fact, the City Council of Redwood City formally adopted a "Core Purpose" - *Build a Great Community Together*. This represents our commitment to community building, which is a crucial part of how we do business every day. Become a part of the team and join us in building a great community!

ABOUT THE POSITION

The Police Department is currently accepting applications from lateral Police Officer candidates with one or more years of sworn California law enforcement experience for the position of Police Officer. The Redwood City Police Department offers many opportunities for learning and long-term career growth in a city comprised of diverse residential and business communities. The objective for every Redwood City Police Officer is to protect life and property, proactively reduce crime and the fear of crime through the use of data-driven policing models, with an overarching operational philosophy of community policing as part of their mission to maintain a safe and connected community. The Redwood City Police Department is looking for professionals who strive to provide "excellent service with integrity and respect". Candidates with a demonstrated work history of high motivation and who have consistently strived for self-improvement are encouraged to apply.

VISION FOR THE FUTURE

The Redwood City Police Department strives to be a standard-bearer for the law enforcement profession. We seek to develop and utilize the members of our organization to their fullest potential and encourage their professional growth. As a progressive police department, we seek to employ officers with a broad spectrum of experience and education that will help us deliver superior police services to the valued members of our community. We recognize that excellent customer service, community partnerships and responsiveness to our communities' needs are the foundation of superior police service.

An application, supplemental questionnaire, and P.O.S.T. certificate are required.
Please upload your P.O.S.T. Certificate to your CalOpps application.

Candidates selected to continue in the process must successfully complete the following:

- An interview with members of police command staff
- Personal history background check
- Polygraph examination
- Fingerprint examination with no felony, domestic violence, or misdemeanor assault convictions
- Pre-employment psychological testing and medical examination



BENEFITS

The successful candidate will enjoy the following benefits:

- Public Employees Retirement System (CalPERS) 3%@55 for classic members; 2.7% @ 57 for PEPR members
- Opportunity to select from a variety of health plans that are administered by CalPERS including health insurance, health care and dependent care reimbursement
- Weekly work schedule of 4 days – 10 hour per day OR 3 days – 12 ½ hour per day
- Differential pay for swing shift and night shift
- Educational Incentive for POST intermediate and advanced certificate
- Differential pay for a variety of specialty assignments, including Field Training Officers, Detectives, Traffic Unit Officers, Canine Handlers, and officers assigned to C-CAT, PAL, and DARE
- Differential pay for bilingual skills (English/Spanish)
- Fourteen paid holidays per year

Additional Benefits for Lateral Police Officers:

- 12 month probationary period
- Vacation accrual based on years of full-time sworn law enforcement experience
- Lateral hires can transfer previous agency sick leave balance; up to 200 hours

CITY VALUES

Our Core Purpose:

Build a Great Community Together

The values that guide us are:

- **EXCELLENCE:** Passion to do our best in each moment.
- **INTEGRITY:** Do the right thing, not the easy thing.
- **SERVICE:** We care and it makes a difference.
- **CREATIVITY:** Freedom to imagine and courage to act.

MINIMUM QUALIFICATIONS

Education & Experience

- Possess a California P.O.S.T. basic, intermediate, or advanced certificate.
- Completion of 30 semester units from an accredited college or university (60 units or more is preferred)
- Valid California driver license and satisfactory driving record
- Physically capable of passing the California P.O.S.T. medical examination job requirements
- Meet all regulatory requirements for becoming a Peace Officer with a California P.O.S.T. agency

To be considered for a lateral Police Officer appointment, candidates must have a minimum of 12 months continuous experience as a sworn California law enforcement officer including successful completion of the employing agency probation period. Lateral police officers should have a well-established record of distinguished service and have consistently demonstrated excellence in their assignments as law enforcement officers. Three or more years of experience is desirable.

SUPPLEMENTAL QUESTIONNAIRE

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1. Regarding your previous or current sworn law enforcement position, please discuss the reasons for leaving or wanting to leave your position(s).
2. Please list all languages, other than English, in which you are proficient. Separately describe your conversational and reading skills as basic, intermediate, or advanced.
3. How many years of sworn California law enforcement experience do you have?
 - a. Less than 3 years
 - b. 3 – 9 years
 - c. 10 years or more

The City of Redwood City is proud to be an Equal Opportunity Employer!

The Immigration Act of 1986 requires proof of identity and eligibility for employment at date of hire. Any provisions contained in this bulletin may be modified or revoked without notice.