



THE CITY OF REDWOOD CITY
INVITES APPLICATIONS FOR:

POLICE OFFICER LATERAL

#24A-1

ANNUAL SALARY:
\$139,9443.20 - \$169,520.00
(Base Pay)

**Up to \$233,293.75 at Incentivized
Pay**

Opened January 1, 2024
Continuous

*Interested in joining the Redwood City
team?*

Submit your application via www.CalOpps.org to be considered in the next application review cycle. Applications will be reviewed continuously, and exams will be held on a quarterly basis. The examination dates are tentatively scheduled for March, June, September, and December 2024.

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

Communication regarding your status in this recruitment process will be conducted via **CalOpps** email. *Be sure to include an email address on the employment application.* Applicants are responsible for notifying Human Resources of any changes to an email address and/or other contact information.

Bring your unused sick leave hours to continue growing with us and earn vacation leave at an accrual rate based on your years of full-time sworn law enforcement experience!

PLUS consider that Police Officers at the top step who qualify for all the additional pay incentives below can earn up to \$233,293.75 per year.

Additional Available Pay Incentives:

- 140 Hours of holiday pay per year paid at a time and half overtime rate
- 5% Night Shift Differential (Swing Shift or Graveyard Shift)
- 5% Specialty Assignment Premium
- 5% Bilingual Pay
- 6% Educational Incentive Pay

Officers are paid at 5 different salary steps and are eligible receive a step increase every year until they reach Step 5. Lateral Officers typically start at Step 2 or Step 3 depending on experience. After 10 years with the Redwood City Police Department, Officers are eligible for 2.5% Advanced Officer Pay if all criteria are met (See MOU Section 7.1.6 for more details).

For more information on the available pay incentives, please review the [Redwood City Police Officers Association MOU](#).

WHY JOIN THE REDWOOD CITY TEAM?



We offer a wide range of meaningful career opportunities with potential for growth, training and development, competitive salaries, flexible work schedules, paid time off, and robust benefits. The Redwood City team is guided by the [core values of excellence, integrity, service and creativity](#). Inherent in these values is a great organizational culture based on trust, strong and supportive leadership, respect, risk-taking, empowerment, and effective communication. The 138,715 community is known for its inclusivity, strong engaged neighborhoods, and civic pride.

The City works diligently to maintain positive and productive relationships with community partners, together providing outstanding services, programs and opportunities for residents and businesses. This mix of tradition and progress, community and diversity, makes Redwood City an extraordinary place to work and call home. If you're looking to grow your career as a part of a hard-working and fun Police Department team that fosters innovation, creativity and collaboration, we hope you'll apply.



BENEFITS

Successful candidates 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
- 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

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, education, and experiences that will help us deliver superior police emphasizing community-based policing, community interaction, and collaborative problem solving 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.

MINIMUM QUALIFICATIONS

Education, Training & 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's 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:

- Minimum of 12 months continuous experience as a sworn California law enforcement officer including successful completion of the employing agency probation period. Three or more years of experience is desirable.
- Well-established record of distinguished service and have consistently demonstrated excellence in their assignments as law enforcement officers.

APPLICATION PROCESS

*Applications submitted without the below **REQUIREMENTS** will not be considered.*

- 1) **CalOpps application and supplemental questionnaire** via <https://www.calopps.org/city-of-redwood-city>
- 2) **Resume**
- 3) **P.O.S.T. certificate.** Please upload your P.O.S.T. Certificate to your CalOpps 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. Candidates selected to continue in the process must successfully complete the following:

- Oral board panel interview
- 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



SUPPLEMENTAL QUESTIONNAIRE

POLICE OFFICER (LATERAL) #24A-1

Please provide answers to the following questions. Failure to answer the questions will result in an incomplete application packet and your application will not be considered for the position. (Questionnaire responses must be submitted with the employment application.)

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.*

BUILD A GREAT COMMUNITY TOGETHER