



THE CITY OF REDWOOD CITY  
INVITES APPLICATIONS FOR:

**POLICE OFFICER  
ENTRY LEVEL  
(ACADEMY GRADUATE)  
#24A-2**

**ANNUAL SALARY:**  
**\$139,443.20 - \$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](http://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

**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
- 7.5% Bilingual Pay
- 7.5% Educational Incentive Pay

*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 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.

**ABOUT THE POSITION**

The City of Redwood City is currently accepting applications for entry level Police Officer candidates who are either currently attending, have recently been accepted to, or have successfully graduated from an accredited California P.O.S.T. Academy, and have less than one year of sworn law enforcement experience.

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 and problem oriented strategies; 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.



## BENEFITS

The successful candidate will enjoy the following benefits:

- **Public Employees Retirement System (PERS)** 2.7% @ 57 for new members or 3% @ 55 for current members
- Opportunity to select from a variety of **health plans** that are administered by PERS
- **Dental and Vision** insurance
- **Health Care and Dependent Care** reimbursement plans
- Weekly work schedule of 4 days – 10 hours per day OR 3 days – 12 ½ hours per day
- **Differential pay** for **swing and night** shifts
- **Differential pay** for a variety of **specialty assignments**
- **Differential pay** for **bilingual skills** (English/Spanish)
- **Vacation leave** of 80 – 200 hours per year
- Fourteen paid **holidays** per year
- **Fitness center** access at City facilities
- **Commuter program** available (6 minute walk from CalTrain Sequoia Station)

## VISION FOR THE FUTURE

The Redwood City Police Department strives to be a model law enforcement agency for others to emulate. 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:

- Completion of 30 semester units from an accredited college or university (60 units or more is preferred).

### License or Certificate:

- Valid California driver's license and satisfactory driving record.

### Other Requirements:

- Currently enrolled in or have successfully graduated from an accredited California P.O.S.T. approved basic academy (or California P.O.S.T. approved equivalent).
- 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.

## 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) Transcript(s)** demonstrating completion of 30 semester units from an accredited college or university.

**4) P.O.S.T. certificate or verification of Academy enrollment.**



## **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 exam
- Fingerprint examination with no felony, domestic violence, or misdemeanor assault convictions
- Pre-employment psychological testing and medical examination



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## SUPPLEMENTAL QUESTIONNAIRE

### POLICE OFFICER – ENTRY LEVEL (ACADEMY GRADUATE) #24A-2

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*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. Have you ever been convicted of a misdemeanor?
  - a. Yes
  - b. No
2. If you answered “Yes” to Question 1, please provide the applicable date(s), violation(s), and circumstances. (A “Yes” answer is not an automatic bar to employment. Each case is considered individually.) If you answered “No” to Question 1, please answer “N/A”.
3. Have you ever been on probation or parole?
  - a. Yes
  - b. No
4. If you answered “Yes” to Question 3, please provide the applicable date(s), violation(s), and circumstances. (A “Yes” answer is not an automatic bar to employment. Each case is considered individually.) If you answered “No” to Question 3, please answer “N/A”.
5. Have you received any vehicle citations or moving violations within the last five years?
  - a. Yes
  - b. No
6. If you answered “Yes” to Question 5, please provide the applicable date(s), violation(s), and circumstances. (A “Yes” answer is not an automatic bar to employment. Each case is considered individually.) If you answered “No” to Question 5, please answer “N/A”.
7. **Required:** Did you attach a resume to your application? (Your application will not be reviewed without a resume.)
  - a. Yes
  - b. No
8. **Required:** Did you attach your California Basic P.O.S.T. Certificate or proof of enrollment/attendance in a California Basic P.O.S.T. Academy?
  - a. Yes
  - b. No



9. Did you separately list all work, volunteer, and military experience/positions on your application?
  - a. Yes
  - b. No
10. Did you fully complete the information requested for each work experience, including the start and end dates, reason for leaving, and a detailed list of job duties under "Describe this work experience" for each position you have held?
  - a. Yes
  - b. No
11. For each college you have attended, did you fully complete all areas of the education section of the application, including provision of the accurate number and type of units completed?
  - a. Yes
  - b. No
12. Did you fully complete the training section of the application, using the "Special Skills, Other Relevant Information, or Clarification" area to describe special skills or elaborate on relevant training?
  - a. Yes
  - b. No
13. If you hold and/or have previously held a sworn law enforcement position, please discuss the reasons for leaving or wanting to leave your position(s).
14. Please list all languages, other than English, in which you are proficient. Please separately describe your conversational and reading skills as basic, intermediate, or advanced.
15.
  - a. In 500 characters or less, why are you interested in becoming a **Police Officer**?
  - b. Why with the City of Redwood City?

[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.*