THE CITY OF REDWOOD CITY INVITES APPLICATIONS FOR:

Crime Analyst
#26A-3

Monthly Salary:
$9,587 - $12,610

Closing March 18, 2026 at 11:59 pm
(Opened February 25, 2026)

Interested in joining the Redwood City team?
Submit your application via:
www.CalOpps.org

Oral Board Interviews scheduled for **April 21, 2026**

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.

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.

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*, *collaboration*, *inclusion* **and** *innovation*. 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 encourage you to apply.

THE REDWOOD CITY POLICE DEPARTMENT

We are a progressive police department, which recognizes that by working in a partnership with our community, we can best meet our goals of protecting life and property, improving the quality of life, and reducing crime and the fear of crime. Our motto is:

"Providing Excellent Service with Integrity and Respect."

The men and women of the Police Department are proud of our department and of our community and we look forward to working closely with all segments of our community to build and maintain a great environment in Redwood City.

The Department is divided into two organizational divisions: **Patrol**, and **Support Services.** We are a professional and progressive organization that takes great pride in providing quality service to our community.

CRIME ANALYST

This position will be responsible for supporting the Chief of Police and Command Staff within the Police Department by providing professional, technical, administrative, and analytical assistance related to crime analysis and operational decision-making. The incumbent will work on projects and assignments involving the collection, validation, and analysis of crime reports, calls for service, arrest data, and other public safety information to identify trends, patterns, and emerging issues. The position will develop and prepare analytical products such as reports, summaries, bulletins, presentations, and staff reports, and will support department planning and resource deployment through clear, accurate, and timely information. The incumbent will also complete proofreading and related analytical tasks, along with general administrative work and the management of confidential and sensitive law enforcement information and files. This position is in person and is required to regularly work onsite at the Police Department Building. 9/80 flex schedule option available. Remote or hybrid work is not available for this role.

BENEFITS

The successful candidate will enjoy the following benefits listed in RCMEA: MOU

- **Public Employees Retirement System:** (PERS) 2%@60 for current members, 2%@62 for new members
- **Health Insurance:** The City pays 90% of premium, up to $2,461.99/Mo. in 2026
- **Dental & Vision** insurance: 90% premium paid by the City.
- **Employee Assistance Program**
- **Vacation:** 10-25 days per year
- **Sick leave:** of 12 days per year
- **Holidays:** 15 paid days per year
- **Fitness center:** access at City facilities
- **Education** Reimbursement program $2,000
- **Technology & Wellness** Reimbursement program.
- **Deferred Compensation** Plan (457)
- **Life Insurance** provided by City
- **Commuter program** available
  City matches up to $100/month on commuter expenses.

Core Values: *To serve and enhance Redwood City's community, our employees strive to carry out a set of Core Purpose and Values*

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The successful applicant will provide highly responsible analytical, technical, and professional staff support and will strive to maintain high quality service to internal and external customers. The selected candidate will recommend and assist in the implementation of new procedures and technologies to ensure continuous improvement and efficiencies for the Police Department and will work collaboratively with sworn and professional staff to support department priorities and outcomes.

THE IDEAL CANDIDATE

The ideal candidate is motivated to master the fundamentals of crime analysis and grow into deeper expertise in public safety data and operational decision support. They enjoy team projects, communicate proactively, and work well with a variety of people and working styles. They understand and apply customer service principles and strategies, and they contribute to a positive, solutions-oriented environment. They are flexible, adapt well to change, take ownership of work, and maintain a sense of humor while working with purpose. They bring strong analytical ability and are comfortable using computer-based systems, databases, and tools like Excel, Word, and PowerPoint to produce high-quality, decision-ready products.

MINIMUM QUALIFICATIONS

Any combination of education, experience and training that would likely provide the required knowledge and abilities are qualifying. A typical way to obtain the knowledge and abilities would be:
Experience

One or more years of experience performing analytical work involving data collection, interpretation, reporting, or crime analysis, preferably in a law enforcement, criminal justice, or public safety setting.

Education

Possession of a Bachelor's degree from an accredited college or university with major coursework in criminology, criminal justice, public administration, statistics, data analysis, geographic information systems, or a related field.

Additional experience may be substituted for education on a year-for-year basis.

Licenses & Certificates

Certification in crime or intelligence analysis from a recognized professional organization such as the International Association of Crime Analysts (IACA), International Association of Law Enforcement Intelligence Analysts (IALEIA), or the Department of Justice (DOJ) is desirable, though not required.

Prior to appointment, candidates will be required to pass a background check (at no cost to the candidate) including the following:

- Criminal History /Personal History background check
- Fingerprint examination with no felony, domestic violence, or misdemeanor assault convictions
- Pre-employment psychological testing
- Polygraph exam
- Reference Check

Note: Internal candidates may be required to complete the above-mentioned background requirements.

Special Instructions: A City application and responses to the supplemental questions are required. Applications must be filled out completely. Failure to complete the application and supplemental questions will disqualify the applicant from the recruitment process. Failure to list work experience, education or training or stating "See Resume" in the work experience section of the application will be considered an incomplete application and subject to disqualification. Resumes may be attached separately, but resumes will not be accepted in lieu of a City application.

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Supplemental Questionnaire

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Please take time to read and answer the following supplemental questions to be included at the time you submit your online application for the position. Your answers will provide us with additional information to review regarding your knowledge, skills and abilities for the position. 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. Please describe your direct experience in crime analysis or related functional areas such as law enforcement data analysis, calls for service analysis, crime trend and pattern identification, intelligence or investigative support, crime mapping (GIS), or performance measurement. Please provide a specific example of an analytical product you developed, such as a crime trend report, hot spot map, bulletin, dashboard, or briefing, and describe how it was used.

2. Please share an example of a time you analyzed crime or calls-for-service data to identify a pattern, series, or emerging issue. Describe the methods and tools you used, the conclusions you reached, and how your analysis supported an operational response, investigative direction, or resource deployment decision.

3. Please describe your experience collecting, validating, and managing data from multiple sources (for example, RMS/CAD systems, spreadsheets, databases, or external data sets). Include your approach to ensuring data accuracy and integrity, and describe a time you corrected or resolved a data quality issue.

4. Please check the box applicable to your level and experience with Excel and/or other related software.

   ☐ Advanced Plus (in addition to Advanced Excel; experience with Tableau, Qlik, Oracle Analytics, R, or other advanced analytics or business intelligence tools).
   ☐ Advanced (combine formulas, use VBA/write macros, create advanced charting, set up advanced conditional formatting).
   ☐ Intermediate (sort, filter, use simple conditional formatting, export/import list or files, create graphs, create pivot tables, create and link formulas, VLOOKUP and HLOOKUP).
   ☐ Beginner (enter text and numbers, add/copy cells, format cells, move/delete rows, create simple formulas).
   ☐ No Experience.