



The City of Redwood City Invites Applications For:

POLICE LIEUTENANT/ POLICE LIEUTENANT ADVANCED #25A-36

SALARY:
Police Lieutenant
\$17,239-\$20,954 / Monthly

Police Lieutenant Advanced
\$17,670-21,477 / Monthly

Closing date June 15, 2025
(Opened May 19, 2025)

Application Process:
Apply online at: [RWC Lieutenant](#)

or

www.calopps.org/redwood-city/job-20623941

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 meet the stated qualifications and requirements for the position will be invited to participate in the examination process.

Selection Process Timeline

Written essay (weighted 20%) scheduled for the week of **June 23, 2025**.

A four-part assessment (weighted 80%) tentatively scheduled the week of **July 7, 2025**. Chief's interview TBD.



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 hope you'll apply.

ABOUT THE DEPARTMENT

The Redwood City Police Department (RCPD) is a progressive policing agency that honors the importance of working with the community as the best strategy for meeting the Department's goals of protecting life and property, improving the quality of life, and reducing crime and the fear of crime. RCPD responds to nearly 80,000 calls for service annually. The Department is supported by 96 sworn officers, 38 professional staff, 2 reserve officers and 30 volunteers. The command staff consists of the Chief, two Captains, four Lieutenants and a Business Manager. The agency is largely organized across two divisions - Patrol and Support Services.

- The **Patrol Division** is the Department's largest component and encompasses all uniformed officers and specialized functions, such as the Patrol Unit, Marine Unit, Canine Officers, Community Policing Activities Team, School Resource Officer program, Traffic Enforcement Unit, and Parking Enforcement Unit.
- The **Support Services Division** houses Investigations, Professional Standards, Training, Communications, and Property & Evidence.
- The **Business Manager**, reporting directly to the Police Chief, supervises the Records Unit and the professional support staff.

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."

BUILD A GREAT COMMUNITY TOGETHER



BENEFITS

The successful candidate will enjoy PSA benefits in [PSA MOU](#) for complete list.

Public Employees Retirement System:

(*PERS*). Tier 3 - New members PEPR join 2.7% at age 57; Tier 2 - current classic members join 3% at age 55; Tier 1 - 3% @ 50 (hired prior to 10/13/2011)

Health Insurance: The City pays 90% of premium, up to \$2,461.99/Mo. in 2025

Dental Insurance: City paid 90% premium.

Vision Insurance: City paid 90% premium.

Life Insurance & Long-Term Disability

Employee Assistance Program

Vacation leave: 10-25 days per year

Sick leave: 10 - 12.5 days per year (depending on work schedule).

Paid holidays: 15 days per year

Comp Time: 80 hours max accrual at a time.

Fitness center: access at City facilities

Education Reimbursement program: \$2,000/yr FSA Program available.

Commuter program available: City matches up to \$100/month on commuter expenses.

Employee Safety Amidst COVID-19

The City presently provides unlimited COVID testing for employees. The City of Redwood City typically follows San Mateo County's public health guidance.

Core Values:

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



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.

ABOUT THE POSITION

The City of Redwood City invites current City of Redwood City employees to apply for the promotional position of **Police Lieutenant / Police Lieutenant Advanced**. The Police Lieutenant/Police Lieutenant Advanced will be responsible for planning and managing the activities and operations of assigned areas; coordinating assigned activities with other divisions, outside agencies, and the general public; and providing highly responsible and complex staff assistance to Police Captains and the Office of the Chief.

Typical duties include, but are not limited to:

- Coordinate the organization, staffing, and operational activities for an assigned Division within the Police Department.
- Participate in the development and implementation of goals, objectives, policies and procedures for an assigned police operation or program; identify opportunities for improving police service delivery methods and procedures.
- Supervise, train, motivate and evaluate assigned personnel; provide or coordinate staff training; implement corrective actions and/or disciplinary procedures as necessary.
- Participate in the development and administration of an assigned budget; forecast additional funds needed for staffing, equipment, materials and supplies; monitor and approve expenditures and recommend adjustments as necessary.
- Provide administrative and technical assistance to Command staff; prepare and present staff reports and other necessary correspondence.
- Conduct investigations of citizen and Department personnel complaints as assigned; mediate conflicts between Department personnel and citizens.
- Assume command of police activities at emergencies until relieved by a superior officer; function as on-scene incident commander for major field activities; supervise investigations, interviews and interrogations in the field; conduct highly complex or sensitive investigations; oversee and participate in the collection and processing of evidence.

Those meeting the stated qualifications and requirements for the position will be invited to participate in a written examination. Following successful passage of the written exam, candidates will be invited to participate in a four-part assessment examination consisting of:

- Team Meeting
- Community Meeting
- Tactical Problem
- Structured Oral Interview

Details of each step of the testing process will be communicated to those qualifying candidates.

THE IDEAL CANDIDATE

Will be detail-oriented and able to manage multiple tasks; have the ability of direct supervision of sworn, non-sworn, supervisory, professional, technical and administrative support staff.



Experience and Training Guidelines:

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

Experience:

- Two (2) years of continuous satisfactory service and current employment as a Redwood City Police Sergeant.

OR

- Two (2) years of continuous satisfactory experience as a Sergeant, or equivalent or higher rank, in a municipal police department, sheriff's office, or comparable public safety agency.

Training and Education:

- Equivalent to the completion of the twelfth grade.
- Completion of two (2) years of course work from an accredited college or university (equivalent to 60 semester units or 90 quarter units).
- Successful completion of all phases of the basic police academy.
- Successful completion of the Field Training Officer program.

A Bachelor's degree from an accredited college or university with major course work in criminal justice, public or business administration, or a related field is preferred.

A Police Lieutenant shall be placed into the **Police Lieutenant-Advanced** salary range, when the following criteria are met:

- The employee maintains a current performance evaluation of meets or exceeds standards;
- The employee possesses a valid Advanced Certification awarded by the California Commission on Peace Officer Standards and Training;
- The employee has completed sixty (60) college semester credits of which twenty-four must be in the Administration of Justice, or in the alternative, an employee who possesses an A.A. or higher degree from an accredited institution of higher learning; and
- The employee has completed ten (10) years of service with the City of Redwood City (years of service need not be continuous).

Licenses & Certificates

- Possession of a valid California Driver's License and satisfactory driving record.
- Possession of a Basic Peace Officers Standards and Training (P.O.S.T.) Certificate.
- An intermediate or advanced P.O.S.T. certificate is preferred.

Knowledge of:

- Operational characteristics, services and activities of comprehensive law enforcement programs.
- Modern principles and practices of law enforcement program development and administration.
- Law enforcement theory, principles, and practices and their application to a wide variety of services and programs.
- Pertinent case law and Federal, State, and local laws and ordinances and their impact on law enforcement activities.
- Principles and practices of community-oriented policing and problem-solving.
- Police records and reporting procedures.
- Disaster preparedness and emergency operations.
- Modern investigative methods, including interviewing and interrogation techniques.
- Principles of budget preparation and control. Principles of supervision, training and performance evaluation.
- Local geography - City streets, public buildings, and businesses.
- Safe driving principles and practices.



Ability to:

- Schedule, organize and supervise the work of subordinates.
- Analyze situations effectively and adopt effective courses of action.
- Interpret and apply pertinent laws and regulations.
- Demonstrate keen powers of observation and memory.
- Prepare clear, concise and comprehensive written reports.
- Communicate clearly and concisely, both orally and in writing.
- Establish, maintain and foster positive and harmonious working relationships with those contacted in the course of work.



Skill to:

- Use firearms and other weapons.
- Use modern police equipment and technology.
- Operate a motor vehicle safely.

Special Requirements:

- Ability to sit, stand, walk, kneel, crouch, squat, stoop, reach, crawl, twist, climb, and lift 75 lbs.
- Exposure to cold, heat, outdoors, and dust.

To review the complete job description please click: [Police Lt.](#)

Prior to Appointment

Candidates will be required to pass a pre-employment physical exam and extensive background check *(at no cost to the candidate)* including the following:

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- Personal history background check
 - Polygraph examination
 - Fingerprint examination with no felony, domestic violence, or misdemeanor assault convictions
 - Pre-employment psychological testing and medical examination
 - Reference check. Reference checks will be conducted in close coordination with the candidate.

SPECIAL INSTRUCTIONS

A City application is required. Applications must be filled out completely. Failure to list work experience, and education or training or stating "See Resume" in the work experience section of the application will be considered an incomplete application. Resumes may be attached separately, but resumes will not be accepted in lieu of a city application.

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

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