

EMPLOYMENT



OPPORTUNITY

POLICE OFFICER – LATERAL / ACADEMY GRADUATE # 2002

FINAL FILING DATE: February 1, 2012 5:00p.m. (Opened 1/18/12)

\$7,671 - \$9,323 monthly

THE POSITION

The City of Redwood City is currently seeking candidates with sworn law enforcement experience for the position of police officer. The Redwood City Police Department offers many opportunities for learning and growth in a diverse community, while working under a community policing philosophy. The Redwood City Police Department is an organization of professionals who provide “excellent service with integrity and respect.” 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 quality of life, reducing crime and the fear of crime, and maintaining a safe community.

VISION FOR THE FUTURE

The Redwood City Police Department strives to be a model law enforcement agency. We will utilize the members of our organization to their fullest potential and encourage their personal growth. As a California Police Department, we value the diversity of our members and our community. We will conduct ourselves in a professional manner at all times. We are an organization made up of people who believe we can and continually aspire to provide the best police services in a community that trusts us to do so. We recognize that excellent customer service, a partnership with the community and responsiveness to the community are the foundation of superior police service. The Redwood City Police Department acknowledges that our members are our greatest resource and our community trust is our greatest asset.

MINIMUM QUALIFICATIONS

- Successfully graduated from an accredited California POST approved basic academy or possess a California P.O.S.T. basic, intermediate, or advanced certificate.
- Completion of 30 semester units from an accredited college or university.
- Valid California Driver’s license and satisfactory driving record.
- Physically capable of performing the essential job functions of a Police Officer.
- Meet all regulatory requirements of becoming a Peace Officer for a California P.O.S.T. agency.

To be considered for a lateral Police Officer appointment, candidates must have prior experience as a sworn law enforcement officer within the past twelve (12) months, including the completion of the field training program and probation period with a law enforcement agency.

APPLICATION PROCESS

An application, supplemental questionnaire, and POST certificate are required.

Applications may be obtained in one of the following ways:

1. Apply online at www.calopps.org Member City: Redwood City
2. Visit our web site @ www.redwoodcity.org to print the application form
3. Call our 24-hour Job Hotline at (650) 780-7292. TDD is available during normal business hours for hearing impaired at: (650) 780-7265
4. Visit the City of Redwood City Department of Human Resources (Monday-Friday, 8am-5pm) at 1017 Middlefield Road, Redwood City, California 94063

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

SELECTION PROCESS

All applications will be reviewed for neatness, accuracy, completion, relevant education, experience, training and other job related qualifications. Those meeting the stated qualifications and requirements for the position will be invited to participate in the testing process, which will consist of an oral board interview. The oral board interview process is held for the purpose of evaluating training, experience, and other job-related qualifications. Candidates successful in the oral board interview will be placed on the eligibility list. Final appointment will be made by the Chief of Police. Candidates on the eligibility list will continue in the process as follows:

- An interview with a Police Captain and the Chief of Police
- Completion of personal history forms to assist in the background check
- Polygraph exam
- Fingerprints and photographs
- A conditional offer of employment will be made upon approval of the Chief of Police, contingent on the completion of pre-employment psychological testing and medical examination.

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

BENEFITS

Benefits offered for this position include:

- Public Employees Retirement System 3% @ 55 plan.
- Opportunity to select from a variety of health plans that are administered by PERS under a cafeteria plan including health insurance, health care and dependent care reimbursement
- Work a schedule of 4 days – 10 hour per day weekly, OR 3 days – 12 ½ hour per day weekly
- 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 (Spanish) skills
- Fourteen paid holidays per year
- Two to five weeks vacation, depending on the years of service

Additional Benefits for Lateral Police Officers:

- Shortened 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
- Shortened FTO program based on performance

Additional details are described in the City of Redwood City's Memorandum of Understanding with the Redwood City Police Officers Association, which is posted online at:
http://www.redwoodcity.org/hr/documents/POA_MOU.PDF

NOTE: Earnings from this job are not covered under Social Security. When you retire you may receive a pension based on earnings from this job. If you do, your pension may affect the amount of Social Security benefits you may receive. For more information go to www.socialsecurity.gov/form1945

CITY VALUES

We are an exceptional organization and a leader in the Bay Area. 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.

THE CITY OF REDWOOD CITY IS A GREAT PLACE TO WORK!

Note: The provisions of this bulletin do not constitute an expressed or implied contract and any provisions contained in this bulletin may be modified or revoked without notice.