



THE CITY OF REDWOOD CITY
INVITES APPLICATIONS FOR:

POLICE OFFICER TRAINEE

#24A-3

Annual Salary

\$139,433.20 - \$153,712 (Base Pay)

Up to \$211,538.75 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.

Upon successful completion of the Basic Police Academy, Police Officer Trainees are transitioned to a Police Officer safety position. Consider that Police Officers at the top step who qualify for all the additional pay incentives below can earn up to \$211,538.75 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

Police Officer Trainees will be registered to attend a Basic Police Academy course to meet the minimum required training mandates governed by the Commission on Peace Officer Standards and Training (POST) for entry level Law Enforcement. Upon successful completion of the Basic Police Academy, Police Officer Trainees are transitioned to a Police Officer safety position, and enter the Field Training Program for Police Officers.

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 by using 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



BENEFITS

The successful candidate will enjoy the following benefits:

- Public Employees **Retirement** System (PERS) 2% @ 60 for current members, 2% @ 62 for new members (MISC)
- Opportunity to select from a variety of **health plans** that are administered by PERS; Maximum City contribution is \$2,248.80 per month
- **Dental** and **vision** insurance
- **Health Care** and Dependent Care reimbursement plans
- Paid **holidays** and **sick leave**
- Fitness center access at City facilities
- Commuter program available

Upon successful completion of the Academy and transition to a Police Officer, the successful candidate will also enjoy the following additional benefits:

- Public Employees **Retirement** System (PERS) 2.7% @ 57 for new members or 3% @ 55 for current members (**SAFETY**)
- **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
- Two floating holidays per year

of high motivation and who have consistently strived for self-improvement are encouraged to apply.

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 work experience, education, and experiences that will help us deliver superior police services 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:

- Possession of a valid California driver's license maintaining a satisfactory driving record.

Other Requirements:

- Must be 21 years old by the examination date.
- 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.
- Ability to perform the duties of a Police Officer—observe and recall accurately; use and care for firearms; think and act quickly in emergencies; learn, understand, and interpret laws and regulations; understand and carry out oral and written directions; prepare concise and comprehensive written reports; and establish and maintain cooperative working relationships with those contacted in the course of work.



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) **Proof of passing scores on the South Bay Regional Public Safety Training Consortium's entrance assessment examinations, the National Testing Network's pre-employment written test, or equivalent dated within two (2) years of the application date.**
 - This includes the **POST Entry-Level Law Enforcement Test Battery (PELLETB) OR NTN Law Enforcement - Frontline National Exam (accepted in lieu of the PELLETB), and the Physical Agility WSTB Test.**
 - Proof of passing scores must be received by 15 days prior to the examination date to be considered. Visit: <http://theacademy.ca.gov/tests> to schedule your entrance assessment exams.

SELECTION PROCESS

All applications, supplemental questionnaires, resumes, and assessment exam score documents will be reviewed for neatness, accuracy, completion, relevant education, experience, training and other job related qualifications. Those best 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 weighted 80% and a written exercise weighted 20% of the total score. Successful Candidates (scoring 70% or above in each exam) in the testing process will be placed on the eligibility list. Candidates selected to continue in the process must successfully complete the following:

- An interview with members of the 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



SUPPLEMENTAL QUESTIONNAIRE
Police Officer Trainee #24A-3
City of Redwood City

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.)

Question 1

Will you be at least 21 years of age by the examination date?

Yes No

Question 2

Required: 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? Completion of 30 semester units from an accredited college or university is required.

Yes No

Question 3

Required: Have you taken the PELLETB and Physical Agility WSTB tests (or equivalent) within the last two (2) years of your application date?

Yes No

Question 4

If you answered "Yes" to Question 3, did you attach proof of passing these tests to your CalOpps application?

Yes No

Question 5

Have you ever been convicted of a felony?

Yes No

Question 6

If you answered "Yes" to Question 5, please provide the applicable date(s), violation(s), and circumstances. (A "Yes" answer is not automatic bar to employment. Each case is considered individually.) If you answered "No" to Question 5, please answer "N/A".

Question 7

Have you ever been convicted of a misdemeanor?

Yes No



Question 8

If you answered "Yes" to Question 7, please provide the applicable date(s), violation(s), and circumstances. (A "Yes" answer is not automatic bar to employment. Each case is considered individually.) If you answered "No" to Question 7, please answer "N/A".

Question 9

Have you ever been on probation or parole?

Yes No

Question 10

Have you received any vehicle citations or moving violations within the last five years?

Yes No

Question 11

If you answered "Yes" to Question 10, please provide the applicable date(s), violation(s), and circumstances. (A "Yes" answer is not automatic bar to employment. Each case is considered individually.) If you answered "No" to Question 10, please answer "N/A".

Question 12

Required: Did you attach your resume to your application? (Your application will not be reviewed without a resume.)

Yes No

Question 13

Did you separately list all work, volunteer, and military experience/positions on your application?

Yes No

Question 14

Did you fully complete the information requested for each work experience including the start and end dates; reasons for leaving; and a detailed list of job duties under "Briefly Describe Duties and Responsibilities" for each position you have held?

Yes No

Question 15

Did you fully complete the training section of the application, using the "Special Skills, Other Relevant Information, or Clarification" area to describe bilingual skills or elaborate on relevant training/skills?

Yes No



Question 16

Are you able to meet with minimum standards for employment as a peace officer in California, as set forth in Government Code Section 1029 and 1031?

Yes No

Question 17

Do you understand that an invitation to our testing process will be based on the information you provide in the CalOpps application, and fulfillment of all directions in the job announcement and this application?

Yes No

Question 18

Select the answer that most closely matches your Spanish fluency skills.

- I do NOT speak Spanish.
- I can understand and speak basic Spanish.
- I am a fluent Spanish speaker.

Question 19

- 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.*

BUILD A GREAT COMMUNITY TOGETHER