



THE CITY OF REDWOOD CITY
INVITES APPLICATIONS FOR:

POLICE OFFICER ENTRY LEVEL (ACADEMY GRADUATE)

#2605

SALARY:
\$9,670 - \$11,754 monthly

Continuous

(Opened 2/6/19)

Application Process:

Apply online at
www.CalOpps.org

Member Agency: Redwood City

An application, supplemental questionnaire, resume, and P.O.S.T. certificate or verification of Academy enrollment are required. **Applications submitted without proof of graduation from an accredited California P.O.S.T. approved basic academy will not be accepted.** The resume and P.O.S.T. verification must be attached to your CalOpps application.

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.



ABOUT THE CITY

The City of Redwood City is a San Francisco Bay Area community located in the heart of Silicon Valley, the technology-rich region extending from the San Francisco shoreline to the foothills of the Santa Cruz Mountains. Redwood City is the third largest city within the County of San Mateo, with over 84,000 residents. The city enjoys an average of 255 sunny days a year, which it boasts via the city slogan: "Climate Best by Government Test". We are a community that believes in working together to maintain and improve our quality of life. In fact, the City Council of Redwood City formally adopted a "Core Purpose" - *Build a Great Community Together*. This represents our commitment to community building, which is a crucial part of how we do business every day. Become a part of the team and join us in building a great community!

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 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.

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 services 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.



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; Maximum City contribution is \$1,675 per month
- 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)

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/home/showdocument?id=590>

MINIMUM QUALIFICATIONS

- 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)
- Completion of 30 semester units from an accredited college or university (60 units or more is preferred)
- Valid California driver license and satisfactory driving record
- 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

SELECTION PROCESS

All applications, supplemental questionnaires, resumes, and documents will be periodically 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 may consist of an oral board interview and written exercise. Candidates successful in the testing process will be placed on the eligibility list. Final appointments will be made by the Chief of Police. 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

CITY VALUES

Our Core Purpose:

Build a Great Community Together

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 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.



Police Officer – Entry Level (Academy Graduate) #2605

Supplemental Questions

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. Did you attach a resume to your application? (Your application will not be reviewed without a resume.)
 - a. Yes
 - b. No
8. 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. In 500 characters or less, why are you interested in becoming a police officer with the City of Redwood City?