

POLICE OFFICER CANDIDATE ORIENTATION



Redondo Beach Police Department

DEMOGRAPHICS



Approximately six square miles in size

Three miles of beaches and harbor

Population – Approximately 68,000 residents

- Special events and beach attendance can draw over 100,000 visitors each weekend

King Harbor

- 1400 boat slips with approximately 10% live aboard
- 110 acres of water (patrolled by RBFD Harbor Patrol)

More than 280 sunny days per year and an average temperature of 78 degrees

Redondo Beach Police Department

Progressive Department within the South Bay

Approximately 150 Employees

Authorized for 94 sworn and 4 “Over Hires”

- Currently 10 vacancies
- Anticipating 20-28 additional vacancies over the next 2 years

State of the Art Equipment

\$38 Million Budget



Specialized Units & Assignments

Patrol

- Field Training Officer
- DUI Enforcement
- Crime Scene Investigator
- Pier/Beach
- School Resource Officer
- K-9

Traffic

- Motors
- Investigators

Detectives

- Special Investigations
- L.A.I.M.P.A.C.T.
- Fraud
- Burglary
- Violent Crimes against Persons

Auxiliary Opportunities

- S.W.A.T.
- Crisis Negotiations
- South Bay Platoon



Work Schedule



Patrol: Three 12.5 hour days plus one 10 hour pay back day each month.

Detectives and most specialized assignments: Four 10 hour days.

Work Shifts are based on seniority.

Pay period is 28 days (Saturday– Friday work week)

Police Officer Job Essentials

Ability to write factual based reports

Communicate effectively

Drive safely – in various conditions

Lift, carry, pull, drag, push objects

Stand, walk and run for extended periods of time

Proficient use of firearms and other weapons

Maintain composure and judgement during emergent and tense situations

Police Officer Job Essentials

High school graduate or G.E.D.

Proof of right to work in the United States

21 years of age – At time of appointment

Valid California Driver's License

No felony convictions – Misdemeanor convictions are considered on a case by case basis

Vision correctable to 20/20

No visible tattoos



Police Officer Job Essentials

Recruit Police Officer (Regional Academy)

- 26 Week Academy
- Total 18 month probation

Pre-service /Lateral Police Officer

- 12 month probation

Field Training Program

- Three to six months (approximately)

Solo Patrol



Compensation

Recruit Pay

- \$5120 Monthly / \$29.54 Hourly

Pre-service

- \$5376 Monthly / \$31.01 Hourly

Lateral

- \$5376 - \$6218 monthly depending on experience

Retirement

- 3% @ 55 with EPMC for “Classic Members”
- 2.7% @ 57 with employee paying 50% normal cost (currently 11.25%)

Compensation



Longevity Pay

- 10 years of Police Service – 6%
- 15 years of Police Service – 12%
- 20 years of Police Service – 18%

Education Pay

- **First Step - 6%**
 - AA; or
 - Intermediate POST Certificate; or
 - 60 POST Units
- **Second Step - 12.4%**
 - Advance POST Certificate; or
 - 90 POST Units; or
 - Intermediate POST Certificate and 30 POST Units
- **Third Step - 21.4%**
 - BA/BS; or
 - 125 POST Units; or
 - Advance Certificate and 35 POST Units

Compensation

Bilingual Pay - 3%

Special Assignment Pay - 4%

- Detectives
- Community Based Officer
- School Resource Officer
- Crime Scene Investigator
- DUI Enforcement Officer
- Field Training Officer
- Canine Handler/Motor Officer - 8.5%



Compensation

Time Off

- 125 Hours Floating Holiday
 - May convert to cash or vacation at the end of the year.
- Vacation
 - 1-4 years = 55 hours
 - 5-6 years = 85 hours
 - 7-13 years = 125 hours
 - 14+ years = 165 hours
 - May cash out up to 60 hours at the end of the year.
- Sick Time
 - 120 hours per year

Compensation

Uniforms Provided by the Department

Group Health

Dental

Vision

Deferred Compensation Available (457 Account)

\$1200 Provided by City Towards Cost

Testing Process

Written Exam (Entry Level)

- Standardized Multiple Choice

Physical Agility Test

- Wall Climb
- Obstacle Course
- Dummy Drag
- Run

Oral Interview

- Panel of Raters



California POST Investigation Guidelines

Moral Character

- Integrity and Impulse Control

Handling Stress & Adversity

Work Habits

- Dependability and Accountability

Interactions with Others

- Interpersonal Skills

Intellectually Based Abilities

- Judgement, learning ability and Communication Skills

Background Investigation

Credit History

Criminal History

Driving Record

Military History

Civil records

Past & Current Employers

Alcohol & Drug Use

Education

References / Neighborhood Contacts

