



Newport Beach Police Department Orientation

The badge is circular with a gold border. The top arc contains the text "POLICE OFFICER" and the bottom arc contains "NEWPORT BEACH POLICE". In the center is a depiction of a police station building. Below the building are five stars. The badge is set against a background of the American flag's stars and stripes.

TOPICS

Overview - City of Newport Beach

Overview – NBPD

Job Description

Testing Process

Background Process



DEMOGRAPHICS

- **25.9 Square Miles of Land w/ over 63% being a Coastal Zone**
- **25.5 Square Miles of Ocean / Bay**
- **Six Miles of Beaches**
- **Population – Approximately 85,000**
 - **7.2 million visitors annually**
 - **Beach attendance averages 9.4 million annually**
- **Newport Harbor – The largest small craft harbor in the U.S. with over 9,500 boats**
- **Median Home Price - \$1.5 Million**



NEWPORT BEACH POLICE DEPARTMENT

Progressive Department

130 Police Officers

12 Reserve Officers

89 Full-Time Civilian Employees

Approximately 225 Total Employees

\$45 Million Budget

State of the Art Equipment



SPECIALIZED UNITS

- **Detectives**
 - Sex Crimes / Crimes Against Persons
 - Burglary / Fraud / Narcotics / Auto Theft
- **Traffic**
 - Accident Investigator / DUI Officer
- **School Resource Officer**
- **Hostage Negotiations Team**



Support Services Division

Personnel and Training

Computer Management

Dispatch / Communications

Records Management

Fiscal Services

Facility Management



WORK SCHEDULE

12 hr. Flex Schedule

16 days off a month / Seniority based

Patrol Officers

Dispatchers

Custody Officers

Motorcycle Officers

10 hr. Flex Schedule

13 days off a month / Seniority based

Detectives / Investigators

Bicycle Officers



SALARY

Lateral

\$5047 - \$7103 Monthly

Based upon experience and tenure

Master Officer Program

-Program that provides additional pay

based on years of sworn services and time

in a specialty assignment at NBPD. Refer to

PA MOU for details.



MASTER OFFICER

4 Steps Ranging From 5% - 20%

Master Officer 1 – 5% with 5 years
\$7,456 Monthly / \$89,481 Yearly

Master Officer 2 – 10% with 8 years
\$7,831 Monthly / \$93,974 Yearly

Master Officer 3 – 15% with 10 years
\$8,221 Monthly / \$98,654 Yearly

Master Officer 4 – 20% with 15 years
\$8,633 Monthly / \$103,604 Yearly



BENEFITS

- **All Uniforms Provided**
- **Bilingual Pay - \$200 Monthly**
- **5.5% for BA/BS**
- **6.5% for MA/MS**
- **110 Hrs / 3 Weeks - *Paid Leave* Yearly**
- **96 Hrs - *Paid Holiday Time* Yearly**
- **Group Health / Dental / Vision Plan**
 - Cafeteria Plan \$1124 per month
- **Deferred Compensation Plan**



RETIREMENT PLAN

California Public Employee's Retirement System (CalPERS)

3% @ 50 / 90% Cap

Example:

30 Years of service = 90% of Officer's salary

(Contributions to retirement costs are subject to change through the negotiations process with the Police Association).



POLICE OFFICER

- **High School Graduate or GED**
- **21 Years Old – at Appointment**
- **Valid California Driver's License**
- **No Felony (Misdemeanor – case by case basis) Convictions**
- **Vision Correctable to 20/20**
- **No Visible Tattoos** (case by case basis, as they must be covered by a bandage or clothing)
- **No Use of Tobacco Products** (once hired)



ESSENTIAL JOB FUNCTIONS

- **Ability to Read and Write English**
- **Communicate Effectively**
Verbally and Written
- **Drive Safely – In Various Conditions**
- **Lift, Carry, Drag, Pull and Push Objects**
- **Stand, Walk, and Run for Extended Times**
- **Proficient Use of Firearms**
- **Maintain Composure and Judgment During
Emergency and Tense Conditions**



DRUG STANDARDS

- **Marijuana / Ecstasy / GHB**
No recreational use the last 2 years
- **Cocaine / Methamphetamine**
Heroin / Hallucinogens / LSD
Mushrooms / PCP
No recreational use the last 5 years
- **Steroids** (case by case basis)
- **Recreational prescription drug use**
(case by case basis)
- **Intravenous Drug Use** (including Steroids)
Never



TESTING PROCESS

PHYSICAL ABILITIES TEST

Five Events

- **Obstacle Course (2:03 Max time)**
- **Weapon Simulation / Manual Dexterity**
- **Vehicle Push**
 - **10 Feet in 10 Seconds**
- **165 Pound Body Drag**
 - **45 Feet in 16 Seconds**
- **515 Yard Run (1:52 Max time)**

ORAL INTERVIEW

- **Conducted with a panel of raters**



California POST Investigation Guidelines

- **Moral Character** (Integrity & Impulse Control)
- **Handling Stress and Adversity** (Stress Tolerance, Overcoming Problems & Adversity)
- **Work Habits** (Dependability & Accountability)
- **Interaction with Others** (Interpersonal Skills)
- **Intellectually Based Abilities** (Judgment, Learning Ability and Communication Skills)



Background Investigation

Comprehensive Analysis of Applicant's Past History Including:

Credit History

Criminal History / L.E. Contacts

Driving Record

Military History

Civil Records Check

Past and Current Employers

Drug & Alcohol Abuse

Education

Reference / Neighbor Contacts



After a Successful Background Investigation

- Interview with Chief of Police
- **Conditional Offer of Employment**
- Psychological Assessment
- Medical Examination

Regarding any medical or psychological questions, please refer to the California POST web site for specific standards. Background Investigators are prohibited from discussing medical and psychological concerns with the applicant prior to a conditional job offer.



EMPLOYMENT AT NBPD

- **Sworn In – Probationary Officer**
12 Months
- **Field Training Program**
3-6 Months
Different FTO Each Month
- **Solo Patrol**