



**Newport Beach  
Police Department  
Custody Officer  
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 four blue stars. The badge is set against a background of the American flag's stars and stripes.

# TOPICS

**Demographics**

**NBPD background**

**Job overview**

**Testing process**

**Background process**



# DEMOGRAPHICS

- **25.9 square miles of land with over 63% being a coastal zone**
- **25.5 square miles of ocean / bay**
- **Six miles of beaches**
- **Population – approximately 86,000**
  - **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**

**Approximately 230 total employees**

**\$46 million budget**

**State of the art equipment**



# ESSENTIAL JOB FUNCTIONS

- **Ability to read and write English**
- **Communicate clearly and concisely, both orally and in writing**
- **Lift, carry, drag, pull and push objects**
- **Stand and walk for extended periods of time**
- **Maintain composure and judgment during emergency and tense conditions**
- **Supervise the activities of inmates**
- **Ability to resist and subdue combative inmates**



# MINIMUM REQUIREMENTS

- **One year of experience requiring constant and responsible public contact, preferably in a law enforcement or correctional facility setting**
- **High school graduate or GED**
- **Proof of Right to Work in U.S.**
- **18 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)**



# **SALARY/SCHEDULE**

- **Monthly salary**
  - Full Time \$4340 to \$6110
  - Part Time \$4192 to \$5902
- **12 month probationary period**
- **3-6 month jail training program**
- **12 hr. flex schedule**
- **16 days off a month / seniority based**



# BENEFITS

- All uniforms provided
- Bilingual pay - \$200 monthly
- Education retention incentive program
- Shift differential pay
- 110 Hrs / 3 Weeks - *Paid leave* yearly (Full Time Only)
- 96 Hrs - *Paid holiday time* yearly (Full Time Only)
- Group health / dental / vision plan (Full Time Only)
  - Cafeteria plan \$1424 per month as of 1/1/2015
- Deferred compensation plan



# RETIREMENT PLAN

## California Public Employee's Retirement System (CalPERS)

- 2% @62 for new CalPERS Miscellaneous members hired 1/1/13 or after;
- 2% @60 for existing CalPERS members hired 1/1/13 or after with less than a six-month break in service; OR
- 2% @60 for employees hired on 1/1/13 or after with current membership in a reciprocal CalPERS agency with less than a six-month break in service.

*Retirement formula and contributions to retirement costs are subject to change through the negotiations process with the Police Association.*



# TESTING PROCESS

## WRITTEN EXAM

- **Standardized multiple choice exam**

## PHYSICAL ABILITIES TEST

### Four Events

- **Obstacle course (1:30 max time)**
- **Grip test (no time limit)**
- **10 military push ups (no time limit)**
- **165 pound body lift (60 seconds or less)**
- **165 pound body drag for 45 feet (16 seconds or less)**

## ORAL INTERVIEW

- **Conducted with a panel of raters**



# DRUG STANDARDS

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



# 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 (bankruptcy, late payments, etc.)**

**Criminal history / Law enforcement contacts**

**Driving record**

**Military history**

**Civil records check**

**Past and current employers**

**Drug & alcohol abuse**

**Education**

**References / neighbor contacts**



# After a Successful Background Investigation

- Polygraph Examination
- 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.*