



**Newport Beach
Police Department
Police Officer
Orientation**



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 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**
 - **Budgeted for 146 Sworn Officers**
- **\$46 Million Budget**
- **State of the Art Equipment**



SPECIALIZED UNITS/ASSIGNMENTS

- Crimes Against Persons
- Burglary
- Fraud
- Narcotics / Regional Narcotics Task Force
- Auto Theft
- Regional Narcotics
- Vice-Intelligence
- School Resource Officer
- Traffic Investigator
- Motor Officer
- Polygraph Examiner
- DUI Officer
- Hostage Negotiations Team
- SWAT
- K-9
- County Auto Theft Task Force
- Special Victim's Unit
- Bicycle/ATV



WORK SCHEDULE

11.25 hr. Fixed Schedule

14 days off a month / Seniority based

Patrol Officers

12 hr. Flex Schedule

15 Days off a month / Seniority based

Motorcycle Officers

10 hr. Flex Schedule

13 days off a month / Seniority based

Detectives



POLICE OFFICER

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**



POLICE OFFICER

QUALIFICATIONS

- **High School Graduate or GED**
- **Proof of Right to Work in U.S.**
- **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)**



EMPLOYMENT AT NBPD

- **Recruit Police Officer (Regional Academy)**
 - 26 weeks
- **Probationary Officer (Academy graduates and laterals)**
 - 12 Months
- **Field Training Program**
 - 3-6 months
- **Solo Patrol**



SALARY

Police Recruit:

\$4933 Monthly

Police Officer (Academy Graduate / Lateral):

\$5380 - \$7949 Monthly

Based upon experience and tenure

Master Officer Program:

Up to \$9665 Monthly

Program that provides additional pay based on years of sworn services and time in a specialty assignment at NBPD. Refer to Police Association MOU for details (located under the Human Resources Department section of the City website).



BENEFITS

- **All Uniforms Provided**
- **Bilingual Pay - \$200 Monthly**
- **5.5% for BA/BS**
- **6.5% for MA/MS (7.5% July 1, 2016)**
- *Paid Leave*
- *Paid Holiday Time*
- **Group Health / Dental / Vision Plan**
 - **Cafeteria Plan \$1424 per month as of 1/1/15**
- **Deferred Compensation Plan**



RETIREMENT PLAN

California Public Employee's Retirement System (CalPERS)

- 2.7%@57 for new CalPERS Safety members hired 1/1/13 or after;
- 3%@55 for existing CalPERS members hired 1/1/13 or after with less than a six-month break in service;
OR
- 3%@55 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.



TESTING PROCESS

WRITTEN EXAM (*Recruit only*)

- **Standardized multiple choice exam**

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**



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 / 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

- **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.