



**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

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- The image shows a gold police badge for the Newport Beach Police. The badge features a central emblem with a building and a sunburst, surrounded by the words "POLICE OFFICER" at the top and "NEWPORT BEACH POLICE" at the bottom. There are four stars at the bottom of the badge. The badge is set against a circular background with a red, white, and blue American flag pattern.
- Crimes Against Persons
 - Burglary
 - Fraud
 - Narcotics / Regional Narcotics Task Force
 - Regional Narcotics
 - Vice-Intelligence
 - School Resource Officer
 - Traffic Investigator
 - Motor Officer
 - Polygraph Examiner
 - DUI Officer
 - Hostage Negotiations Team
 - Human Trafficking Task Force
 - 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**
- **Vision Correctable to 20/20**



POLICE OFFICER

QUALIFICATIONS

- **No Felony (Misdemeanor – case by case basis) Convictions**
- **No Visible Tattoos (case by case basis, as they must be covered by a bandage or clothing)**
- **No tattoos that signify affiliation in criminal enterprises, street gangs, or other groups that advocate violence and/or bigotry**
- **No Use of Tobacco Products (once hired) including electronic “e-cigarettes” or “vape” devices**

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:

\$5056 Monthly

Police Officer (Academy Graduate / Lateral):

\$5515 - \$8148 Monthly

Based upon experience and tenure

Master Officer Program:

Up to \$9906 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 \$1524 per month as of 1/1/16
- 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 AGILITY TEST (PAT)

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)

Click [here](#) for more information on the PAT

ORAL INTERVIEW

- Conducted with a panel of raters



DRUG STANDARDS

- Marijuana / Ecstasy / GHB
No use in the last 2 years
- Cocaine / Methamphetamine Heroin /
Hallucinogens / LSD Mushrooms / PCP
No use in the last 5 years
- Steroids **(case by case basis)**
- Recreational prescription drug use
(case by case basis)
- Intravenous/Intramuscular 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)

The image shows a police badge for the Newport Beach Police. The badge is circular with a gold border. Inside the border, the words "POLICE OFFICER" are written at the top and "NEWPORT BEACH POLICE" at the bottom. In the center, there is a depiction of a building, likely the police station, with a star above it. The badge is set against a background of the American flag's stars and stripes.

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

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, there is a depiction of a police station building. Below the building, there are four stars. The badge is set against a background of the American flag's stars and stripes.

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.

Orange County Sheriff's Academy

The entry-level police officer must successfully complete the rigorous, comprehensive, and challenging Orange County Sheriff's Basic Training Academy.

For more information on the academy, please visit [OCSD Academy](#).

