



City of Inglewood Police Department

One Manchester Boulevard | Inglewood CA 90301
Police Personnel 2nd Floor City Hall
Phone: (310) 412-5238 | Website: www.joinipd.org



Announces a Career Opportunity for a:

POLICE OFFICER

Entry Level

SALARY: \$5,927.39 to \$7,232.55 per month. (Plus 6% negotiated salary increase effective July 2019)

THE INGLEWOOD POLICE DEPARTMENT is aggressively reshaping and expanding its services to meet the City's culturally diverse needs. IPD offers a number of specialized assignments such as K-9, bicycle patrol, plain clothes special enforcement team, narcotics unit and gang intelligence unit. The ability to speak a foreign language is highly desirable.

MINIMUM QUALIFICATIONS: Must be enrolled in a POST Basic Academy or have obtained a POST Basic Academy Certificate within the last three years. A high school diploma or equivalent; be at least 21 years of age at the time of appointment to the position of Police Officer; vision corrected to 20/20; weight proportionate to height; be able to obtain U.S. Citizenship within three years of application with the City, and possess a valid California Driver's License at the time of appointment.

PHYSICAL REQUIREMENTS: Due to the nature of work assignments, incumbents must be able to stand, sit in a patrol car for long periods, walk, lift, carry, push and pull a grown adult; climb walls, fences, stairs, and ladders, stoop, twist, squat/kneel, crawl, run, grasp, repeatedly bend and move wrists, use both hands, legs, and feet; speak, hear and understand radio communications, touch, feel, see at a distance and up close. Candidates must also meet POST color perception and hearing standards.

THE SELECTION PROCESS: The first part of the selection process is a complete review of each candidate's application materials. Those who meet the necessary qualifications will be invited to the written examination. Applications may be rejected at this phase of the process.

1. **Written Examination** (Qualifying Only) The Written Examination consists of 100 multiple-choice questions based on general knowledge, reading comprehension, detail recognition, and logical number matching. NOTE: Applicants who do not pass the test must wait 90 days to take the test a second time and 120 additional days to take the test a third time unless compelling circumstances as determined by the COP merit otherwise.
2. **Physical Agility Test** (Qualifying Only) Candidates passing the written exam will be invited to participate in a physical agility test which will assess each candidate's ability to perform the physical demands of the position. Applicants who do not pass the physical agility test will be given the opportunity to re-take the test approximately 90 days later.
3. **Structured Oral Interview** (Weighed 100%) Candidates who successfully pass the physical agility test will be invited to a structured oral interview that will consist of a series of situational and other questions presented by a panel of qualified Police personnel. Candidates will be assessed on their oral communication, interpersonal and decision-making skills. A minimum score of seventy percent (70%) must be achieved to be placed on the employment eligibility list. The top candidates from the eligibility list will be invited to enter into the background process.
4. **Background Investigation** A thorough investigation of personal history, including, but not limited to, work, education, military, and conviction/criminal history records will be performed. A polygraph examination will be conducted on all candidates entering the background process.
5. **Medical Examination** Prior to appointment, all candidates must successfully complete a required City-paid medical examination, drug screening, and psychological evaluation.

TO APPLY: Interested parties who meet the minimum qualifications must complete an official City application at www.joinipd.org. Resumes are accepted but not in lieu of the official city application. Applications for this position are accepted on a continuous basis.

VETERANS CREDIT: Honorably discharged veterans of the United States Armed Forces who receive a passing score on an open competitive exam shall receive five (5) additional points added to their final score. To claim preference points, qualifying applicants must submit their DD-214 with their applications materials.

The City of Inglewood is an Equal Employment Opportunity Employer complying with the law that forbids discrimination and ensures that everyone is provided equal employment opportunities regardless of Race, Color, Disability, Sex, Religion, Age, or National Origin

POLICE OFFICER FRINGE BENEFITS

POST CERTIFICATION

Intermediate - 7.5% - Advanced - 12.5%

MEDICAL BENEFITS

Employer paid ninety-five percent (95%) of the Kaiser HMO Medical Premium for employee and dependents' coverage for medical, one-hundred percent (100%) for psychiatric, vision, and dental/orthodontia.

HOLIDAY PAY

Thirteen (13) days per year.

VACATION

Maximum accrual up to one-hundred seventy-six (176) hours annually (hours carry over each year).

WORK SCHEDULE

Alternative Work Schedule to include four (4) days per week, 11 hours per day. The following week is three (3) days per week at 11 hours per day. There is also a 78 hour training component each year.

BILINGUAL PAY

\$50.00 per pay period. Languages compensated for must be approved by the Chief.

RETIREMENT

[2.7%@57](#) CalPERS retirement formula (Safety) for new appointments to PERS.

LIFE INSURANCE

Term Life Insurance, employer paid 100%. Coverage = one (1) x annual salary

LONG TERM DISABILITY

Union Plan, employer paid 100%.

LONGEVITY

Three percent 3% every five years of service as a full-time officer (ex: 3% at 5 years, +6% at 10 years, +9% at 15 years, +12% at 20 years, +15% at 25 years).

PERSONAL LEAVE

One (1) day to two (2) days depending on the assigned work schedule.

BEREAVEMENT LEAVE

Up to three (3) days per occurrence for immediate family members as defined in the Memorandum of Understanding.

SICK LEAVE

95.9 hours of sick time a year, unlimited accrual, fifty percent (50%) redemption at base salary upon retirement, death or termination after ten (10) years.

EIGHT PERCENT (8%) ASSIGNMENT PAY

Field Training Officer, K-9, Gang Investigator, Senior Lead Officer, Vice, Narcotics, Motors, Detectives, Motor Investigator

UNIFORM ALLOWANCE

\$1,050/year. The City provides safety equipment.

NOTE: The Chief of Police (COP) retains the discretion to waive written and physical agility scores if the candidate has successfully completed each exam within two years of application.