



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 an Employment Opportunity for a:
POLICE OFFICER - LATERAL

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. There is a critical demand for high caliber candidates who are presently employed as Police Officers with other California Law Enforcement Agencies. The ability to speak a foreign language is highly desirable.

IPD offers a number of specialized assignments such as K-9, bicycle patrol, plain clothes special enforcement team, street narcotics team, transit safety team, and gang intelligence unit.

LATERAL HIRE INCENTIVE PROGRAM:

Upon successful completion of probation with the Inglewood Police Department the officer shall receive:

- Service credit for years of active employment as a police officer on a year for year basis up to a maximum of ten (10) years.
- Lump sum credit of sick leave and vacation accrual equal to what he/she would have accrued in a 12 month period based on the years of total service credit calculated according to the current leave accrual schedules;
- A one-time credit of forty (40) hours of compensatory time.

MINIMUM QUALIFICATIONS: Must be currently employed by a California law enforcement agency for at least one year and have a POST Basic Certificate. *Vision must be corrected to 20/20, weight proportionate to height, be able to obtain US 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:

1. **Application Review** (Qualifying Only) the first part of the selection process is a complete review of each candidate's application. Those who meet the necessary qualifications will be invited to the physical agility test. Applications may be rejected at this phase of the process.
2. **Physical Agility Test** (Qualifying Only) Candidates passing the application review 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 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, Internal Affairs/Complaint History, 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: Applications will be accepted online at www.joinipd.org Interested parties must complete an official City application; resumes are accepted but not in lieu of the official City application.

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.

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 per 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.