

FINAL

Job Title	POLICE RECRUIT
Closing Date/Time	Friday, January 27, 2023, at 4:30 PM PST
Salary	\$3,093.12. Bi-Weekly
Job Type	Classified - Full-Time, Permanent
Location	Long Beach, California
Department	Police Department - (CL)

Applications are available online beginning Friday, November 19, 2021, through 4:30 PM, Friday, January 27, 2023.

The City of Long Beach requires all employees to be vaccinated against COVID-19 prior to their first day of employment unless a medical or religious accommodation is approved by the City of Long Beach's Human Resources Department.

This classification qualifies for a Recruitment Incentive of up to \$6,000. For more information on the City of Long Beach's Recruitment Incentive Program please [click here](#).

EXAMPLES OF DUTIES: Under immediate supervision in a non-sworn training capacity, develops minimum qualifications required for a career in police service; receives Long Beach Police Academy* instruction in Police Department policies and procedures, weaponless defense, criminal and civil law, physical fitness techniques, use of firearms, arrest procedures, community relations, operation of emergency vehicles and other mandated courses; observes sworn police personnel in the processing of arrestees, including booking, fingerprinting, custody and control; and may perform non-sworn police support functions, such as traffic and crowd control, as directed during the training process.

***LONG BEACH POLICE ACADEMY:**

Candidates who meet the minimum requirements and qualify for Police Recruit will be invited to attend the Long Beach Police Academy (Academy) Orientation. The Academy is a California Commission on Peace Officer Standards and Training (CA POST) accredited basic police academy.

Candidates selected to proceed to the Academy may perform, in a non-sworn capacity, in the listed functions below, and may be required to perform additional functions to address business needs and changing business practices.

The Academy training is intended to develop the minimum qualifications for a career in police service and includes, but is not limited to the following: Long Beach Police Department policies and procedures, cultural awareness and diversity, leadership, professionalism, ethics, discrimination awareness, community-oriented policing, constitutional policing, criminal and civil law, crisis intervention, principles of de-escalation, defensive tactics, use of force training, including the care and proficient use of firearms and chemical agents, laws of arrest, emergency vehicle operations, physical fitness, other mandated courses, and may perform non-sworn police support functions, such as traffic and crowd control, as directed during the training process

Distinguishing Characteristics:

- Ideal candidates will possess the following characteristics:
- Sound collaborative decision-making, judgment and diplomacy skills;
- Ability to show empathy towards the community and colleagues;
- Service mentality, respect for and sincere desire to help others with diverse background and experiences;
- Strong sense of integrity and commitment to ethical behavior and accountability;
- Courage to intervene and protect against unethical behavior; and

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- Ability to effectively communicate, face-to-face, and in writing, with community members.

REQUIREMENTS TO FILE:

- Twenty and a half years of age or older at the time of filing.
- U.S. high school graduate or G.E.D. equivalency**.
- Valid driver's license**.
- In accordance with Government Code Section 1031, effective January 1, 2023, peace officers must be legally authorized to work in the United States under federal law. There are no specific citizenship requirements.
- Cannot be on court-ordered probation at the time of application or hire.
- No felony convictions.
- Have vision correctable to 20/20.
- Have no physical or mental limitations that might prevent the completion of any duty assignment.

**Do not attach proof of the requirements to file with your application. Proof will be required at the time of conditional offer of employment.

KNOWLEDGE, SKILLS, AND ABILITIES:

Ability to:

- Read and make sound decisions;
- Comprehend and retain technical training materials;
- Endure periods of strenuous physical activity requiring good balance, coordination, flexibility, endurance, and strength;
- Be compassionate, culturally sensitive, and non-discriminatory to a diverse population; and
- Exercise tact using excellent interpersonal skills, solve problems and demonstrate good mediation skills during highly confrontational situations.

Possess good:

- Observation, writing, communication, and human relation skills; and
- Leadership and public service qualities.

DESIRABLE QUALIFICATIONS: Recent college coursework in related fields. Bilingual language ability (Spanish, Khmer, or Tagalog) is desirable for some positions.

EXAMINATION WEIGHTS:

Application and Supplemental Application.....Qualifying

NTN Frontline or POST PELLETB Examination..... 100%

Applicants taking the written exam with NTN must meet the following minimum scores: Video – 65, Reading – 70 and Writing – 70. NTN scores must have been issued within twelve (12) months of the application filing date.

Applicants taking the POST PELLETB examination must meet the minimum T-Score of 45. PELLETB scores must have been issued within eighteen (18) months of application filing date.

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Applicants need only provide proof of one exam: NTN Frontline or POST PELLETB Examination. Scores must be submitted at the time of application submittal for consideration. For additional information on testing, fee waivers, compensation and benefits, and the Long Beach Police Department's Policies, click on: Police Recruit Information Sheet.

This is a continuous eligible list, which means eligible lists may be established periodically and may expire six months from their effective date. Applicants may apply only once during a four-month period. Completed applications received by December 19, 2021, will be placed on Test #01 established eligible list for this recruitment, with those receiving Veteran's Credit first and then in the order in which applications were filed. Screening of applicants will be conducted on the basis of application and required supplemental application submitted. Based on the number of applications accepted, the selection procedure may be changed. In the event a revision is necessary, the affected persons will be notified.

Candidates meeting the minimum requirements to file will be invited to a Long Beach Police Academy Orientation.

If you have not received notification of the status of your application within two weeks after the close of filing, please contact the Civil Service Department at (562) 570-6202.

In support of the City's Language Access Policy, bilingual skills (Spanish, Khmer, and/or Tagalog) are desirable for some positions interacting with the public.

The City of Long Beach is committed to creating a workplace where every employee is valued for who they are. Having our workforce reflect the diversity of our community at various levels of the organization is a continuous goal embraced by our departments, management staff, and policymakers. To support efforts of fairness and diversity, City Leadership is committed to incorporating equity and inclusion into our work by supporting staff and community partners. We are committed to promoting transparency by publishing updated demographic information for employees, including workforce diversity data and pay by race and gender.



This information is available in an alternative format by request at (562) 570-6202. If special accommodation is desired, please contact the Civil Service Department two (2) business days prior to the
An Equal Opportunity Employer.