



CAREER IN LAW ENFORCEMENT WITH THE CITY OF NATIONAL CITY

The City of National City is a full service general law City with a five-member Council/City Manager form of Government. Located on San Diego Bay just minutes south of Downtown San Diego, National City has a multi-cultural population of approximately 65,000 and a solid economic base within its 8.4 square miles. Incorporated in 1887, it is rich in history and tradition, but also has a dynamic and progressive atmosphere.

The mild climate and access to numerous recreational and cultural attractions make this area a pleasant place to work and live. As a community, National City prides itself in its schools, churches, residential and business districts, as well as the involvement of its citizens in civic affairs.

POLICE DEPARTMENT

The City Council and the Police Department are committed to the philosophy of community policing. The cornerstone of community policing is the police department and community working together in a partnership toward shared goals of having safe and secured neighborhoods and enhancing the quality of life for our residents. The department has a sworn staff of:

Chief Jose Tellez
Captain Alejandro Hernandez
Captain Graham Young
5 Police Lieutenants
13 Police Sergeants
21 Police Corporals
44 Police Officers

Our Police Department is a high-profile department, which places great responsibility on individual Police Officers to act in a professional and pro-active law enforcement mode. Development activities on the part of Officers are encouraged. Command positions are filled by promotions through the ranks.

SELECTION PROCESS

Requirements for Police Officer (POST Certified): Must meet requirements for Police Recruit, including successful completion within previous three (3) year period of Basic Police Academy which meets all the requirements of the California Commission on Police Officer Standards & Training (POST); or employment within the last twelve (12) months in position requiring California Basic POST Certificate; or current enrollment in Basic POST Academy and having completed successfully the first half of the academy at the time of application. Must meet all other California POST requirements.

Applications will be reviewed and those applicants found most qualified will be placed on an eligibility list for one year and referred to the Police Department. Highly qualified candidates will continue in the selection process and will be subject to a background investigation including fingerprinting, computer voice stress analysis (CVSA), psychological evaluation, and a thorough medical examination.

Requirements for Police Recruit: Graduation from high school or possession of 12th grade equivalent GED certificate; must be a U.S. Citizen or permanent resident alien who is eligible and has applied for citizenship; must be at least 20½ years of age at the time of appointment; must possess a valid California Driver's License at the time of appointment; must meet all requirements for admission to Basic Police Academy recognized by the California Commission on Police Officer Standards & Training (POST).

Applications will be reviewed and those applicants who best meet the requirements indicated above will be invited for a written examination. Applicants achieving a qualifying score will be invited to participate in the physical agility and oral interview examinations. Candidates successful on the examinations will be placed on an eligibility list for one (1) year.

NOTE: Candidates will be subject to a background investigation including fingerprinting, computer voice stress analysis (CVSA), psychological evaluation, and a thorough medical examination. Appointees will be enrolled in the police academy at the City's expense.

SALARY AND BENEFITS

Under the Memorandum of Understanding between the City and the National City Police Officers' Association, salaries and other benefits are for January 1, 2019 through December 31, 2021. The Association represents all ranks up through the level of Lieutenant.

The current salary range for Police Officer is \$6,703 - \$8,559/month and for Police Recruit is \$4,317 - \$5,513/month. In addition to salary, employees receive the following benefits:

- The normal schedule for patrol workweek is four (4) days/ten (10) hour days and shall be scheduled for three (3) consecutive days off per workweek.
- The City provides \$595.91/mo. for employee only, \$963.54/mo. for employee +1, \$1,329.80/mo. for employee +2 or more for Health and Dental Insurance. This benefit is to provide coverage for the employee and his/her eligible dependents through one of the City's group insurance programs.

- City employees are members of the California Public Employees' Retirement System (CalPERS).

Tier 1: 3% @ 50 – Employees hired on or before March 17, 2010. (11% employee paid)

Tier 2: 3% @ 55 (11% employee paid)

- Employees hired between March 22, 2012 and December 31, 2012.
- Employees hired on or after January 1, 2013 who are classified as continuing or “classic” members of the California Public Retirement System as defined by the State of California Government Code and CalPERS regulations.

Tier 3: 2.7% @ 57 – Employees hired on or after January 1, 2013 who are new members to the California Public Retirement System as defined by the State of California Government Code and CalPERS regulations. (9% employee paid)

The City does not participate in Social Security, except for the mandatory Medicare contribution.

- The City provides \$50,000 term Life Insurance and a Long Term Disability Insurance Plan (LTD).
- Educational Incentive Pay, Bilingual Pay and Pay Differential for special assignments are provided on a percentage of your base salary per month. (Requirements are defined in Articles 9 and 12 of the Police Officers' Memorandum of Understanding.)
- Uniform allowance that includes an initial allotment of \$450.00 for each new employee appointed and, thereafter, \$900.00 per year, which is paid during the month of August.
- Annual Vacation Leave is accrued at a rate of 7.39 hours per pay period and increasing with seniority, and Sick Leave is accrued at a rate of 3.69 hours per biweekly pay period. Lateral transfers are given vacation accrual for prior sworn law enforcement experience.

MORE INFORMATION

The statements above are intended to provide a general summary of the Police Department, salary and benefits, which may be subject to change. If you would like more information, we ask that you access our website at www.nationalcityca.gov or contact the Human Resources Department between 7:00 a.m. and 6:00 p.m., Monday through Thursday. In conjunction with these hours, we are closed every Friday.



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