

Ongoing Recruitment

Lateral/Experienced Police Officer



We Offer

- SALARY:
\$5,319 - \$7108 per
Month plus benefits
- EDUCATION
PREMIUM:
Associates Degree –
2% Bachelor's
Degree – 4%
- LEOFF2 Retirement
System
- Take-Home Car
- Longevity Pay
- **A supportive
community**
- **Contract
Negotiations
ongoing**

The Pacific Police Department is looking for lateral or academy graduate police officers who are excited to help us achieve our vision of setting the standard of excellence in small-city policing. We are located in the southern part of King County and going through a period of exciting change and growth. You will have the opportunity to play a key role in making meaningful change and building a professional, proactive, progressive organization that makes both our employees and community proud.

Recruitment Dates

- Continuous
- Oral Interviews: TBD
- Applications available [ONLINE](#)

Pacific City Hall, 100 3rd Ave. S.E.
Pacific, WA 98047

Monday – Friday, 9:00 am – 4:00 pm



JOB DESCRIPTION

JOB CLASSIFICATION: Police Officer

DEPARTMENT: Police

DEFINITION

The fundamental reason for the existence of this classification is to enforce federal, state, and local laws and to respond to calls for the protection of life and property. This is a full-time, Fair Labor Standards Act overtime non-exempt position. Membership in the recognized collective bargaining unit (or lawful alternative) is required within 31 days of hire.

DISTINGUISHING CHARACTERISTICS

This is the journey-level classification in the professional police series requiring commissioned peace officer status. This classification is distinguished from Police Sergeant which provides general supervision for the Police Officer.

SUPERVISION EXERCISED AND RECEIVED

General supervision is provided by a Police Sergeant. Technical or functional supervision may be provided by higher level police personnel.

EXAMPLES OF DUTIES

The following duties are considered to be essential for this job classification:

- Patrol assigned area of the City in a car, on a bicycle, on foot, or using other methods of conveyance;
- enforce local, State and Federal laws;
- respond to calls related to the protection of life and property, traffic incidents, and other required emergencies;

- prepare reports and logs of arrests made, activities performed, and unusual incidents observed;
- conduct both preliminary and follow-up investigations of disturbances, criminal incidents, hazardous incidents, vehicle accidents, and deaths;
- make arrests;
- Use varying degrees of physical force to overcome physical resistance of resisting suspects and to protect themselves and others from injury;
- Pursue fleeing suspects on foot and in vehicles in accordance with policy;
- interrogate suspects and interview victims, complainants and witnesses;
- coordinate and conduct detailed investigations of violent crimes, child abuse, property crimes, vice, and narcotics violations;
- testify and present evidence in court;
- provide backup assistance for other officers and personnel;
- collect, preserve, and maintain evidence, found property, and property for safekeeping;
- assist and advise motorists and enforce traffic safety laws by issuing citations and warnings;
- search, fingerprint, and transport prisoners;
- respond to demonstrations, riots, hostage situations, barricaded subjects and other extremely hazardous situations;
- maintain contact with the public regarding potential law enforcement problems and preserve good relationships with the public;
- read, review, interpret, serve, and enforce various court orders and subpoenas;
- prepare and serve search and arrest warrants;
- observe, monitor, direct, and control routine and unusual traffic conditions;
- check buildings for physical security;
- and administer first aid.

Additional Duties: In addition to the duties listed in the Essential Duties Section, each employee in this classification may perform the following duties. Any single position may not be assigned all duties listed below, nor do the examples cover all duties which may be assigned.

- Perform undercover and surveillance activities;
- develop and maintain good relationships with informants and contacts which may be helpful in criminal investigations;
- contact and cooperate with other law enforcement and non-law enforcement agencies in matters relating to the apprehension of offenders and the investigation of offenses
- make presentations to citizens and groups;
- assist in the performance of special investigative and crime prevention duties;
- may serve as Field Training Officer, supervising and training new personnel;
- coordinate departmental training programs; prepare, submit, and administer grants; conduct specialized crime prevention programs;
- seize assets through the preparation and service of asset seizure documentation;

- provide training for department personnel in such areas as defensive tactics, use of firearms, defensive driving, crowd control, use of chemical agents, and other specialized functions;
- collect, analyze, and disseminate criminal street gang information;
- direct traffic at fires, special events and other emergency or congested situations.

QUALIFICATIONS

Knowledge of: Police methods and procedures including patrol, crime prevention, traffic control, investigation and identification techniques and equipment, police records and reports and first aid techniques; departmental rules, regulations, policies and procedures; criminal law with particular reference to the apprehension, arrest and custody of persons committing misdemeanors and felonies; rules of evidence pertaining to the search and seizure and the preservation of evidence in traffic and criminal cases; principles and practices of modern supervision and training.

Ability to: Fluently read, write, speak, and understand the English language using proper grammar, spelling, and punctuations; accurately observe and remember faces, numbers, incidents, and places; demonstrate proficiency in the use and care of firearms; think and act quickly in emergencies, and judge situations and people accurately; maintain a professional demeanor during stressful situations; use sound judgment and work with minimal supervision; learn, understand and interpret laws, rules, regulations, and policies; communicate clearly and concisely orally and in writing; prepare accurate and grammatically correct written reports; learn standard broadcasting procedures of a police radio system; demonstrate proficiency in the exercise of defensive tactics; handle an automobile safely in high speed and emergency situations; establish and maintain cooperative working relationships with those contacted in the course of work; understand and carry out oral and written directions;

Experience and Education: Any combination equivalent to experience and education that could likely provide the required knowledge and abilities would be qualifying. A typical way to obtain the knowledge and abilities would be: Experience – Any full or part-time employment experience of a length to demonstrate good work habits; Education – High School Diploma, GED, or equivalent; Age – Must be 21 years old and eligible to possess a firearm.

LICENSE OR CERTIFICATE

This job classification requires the use of a City vehicle while conducting City business. In order to drive, individuals must be physically capable of operating the vehicle safely and must possess a Washington State Driver's License or, have the ability to obtain one within 30 days of hiring. Police Officers must maintain a valid Washington State Driver's license throughout their employment. Applicants must possess or be able to obtain a Washington CJTC Basic Law Enforcement Academy Certificate.

WORKING CONDITIONS

Incumbents in this classification are required to work rotating shifts and assignments, and may be assigned to work overtime with little or no notice. Due to the varied and unpredictable nature of police work, incumbents may also be required to perform the following:

Measure distances using calibrated instruments such as when investigating traffic accidents or processing crime scenes; make precise arm-hand positioning movements and maintain static arm-hand position such as when sighting and shooting a firearm; direct traffic which requires continuous and repetitive arm-hand movements; use sufficient strength to enable the incumbent to sprint, jump, or physically overcome resistance when chasing or apprehending suspects; coordinate the movement of more than one limb simultaneously such as when using a hand radio while driving a vehicle or searching a building with firearm drawn, flashlight on and opening and closing doors; bend or stoop repeatedly and continuously over time such as getting in and out of a patrol car or gathering evidence at crime scenes; patrol officers wear a 15 pound utility/gun belt which requires the continuous support from stomach and lower back muscles; a patrol officer typically spends 8 - 12 hours per day driving a vehicle which requires the continuous support of lower back muscles; climbing ladders and searching rooftops requires lifting arms above shoulder level and working at heights greater than ten feet; searching for suspects or lost persons may require walking over rough, uneven, slippery or rocky surfaces including fields, parks, hillsides and creeks; an officer is required to listen for alarms, screams, breaking glass or other suspicious and unusual noises that may require investigation; move heavy objects such as equipment (50 pounds and more), and lift and carry injured or intoxicated persons short and long distances; work outdoors in a variety of weather conditions with exposure to the elements; tolerate very hot and very cold temperatures; sit for extended periods of time and may or may not be able to change positions such as when sitting in a patrol vehicle, or performing surveillance; foot beat and search activities require walking for extended periods of time, unable to stop, sit or rest at will; crowd and traffic control duties require standing for extended periods of time, unable to sit or rest at will.

CITY OF PACIFIC – CIVIL SERVICE COMMISSION – EMPLOYMENT APPLICATION

Applicants are considered for employment without regard to race, creed, color, sex, national origin, age, marital status, veteran status, or disability.

POSITION APPLYING FOR: _____

Personal Information

Name _____

Address _____
 Number Street Apt. # City State Zip

Work Phone _____ Home Phone _____ email _____

Do you meet the minimum age requirements as stated on the job opening bulletin? YES ___ NO ___

Do you possess a valid driver’s license with no pending risk of loss? YES ___ NO ___

Driver’s License Number and State issued from _____

Are you related to anyone working for the City of Pacific? YES ___ NO ___

If yes, Name _____ Department _____

Is there any reason that would prevent you from performing the primary functions of the job for which you are applying? YES ___ NO ___ If yes, please explain _____

In compliance with the Americans with Disabilities Act, a disability will be considered only in the context of an applicant’s ability to perform primary elements of the job and to determine reasonable accommodation.

Education and Training

Type of School	Name and Location	Major Subject	Circle #	Yrs Completed	Graduate?/Degree
High School			9 10 11 12		GED
College			1 2 3 4		
Business/Vocational			1 2 3 4		
Trade, Other			1 2 3 4		
Military					

Employment History

Begin with your present or most recent job. Include periods of self-employment, military service assignments, volunteer activities. List promotions separately.

Job Title _____ Dates of Employment From _____ To _____

Employer _____ Hours Per Week _____

Supervisor/Title _____ Supervisor's Number _____

Employer's Address _____
Number Street City State ZIP

Briefly describe work duties and level of responsibility _____

Last Salary\$

Number and type of employees supervised _____

May we contact this employer? YES ___ NO ___

If you are not currently employed, reason for leaving _____

Job Title _____ Dates of Employment From _____ To _____

Employer _____ Hours Per Week _____

Supervisor/Title _____ Supervisor's Number _____

Employer's Address _____
Number Street City State ZIP

Briefly describe work duties and level of responsibility _____

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Briefly describe work duties and level of responsibility _____

Last Salary\$

Number and type of employees supervised _____

May we contact this employer? YES ___ NO ___

If you are not currently employed, reason for leaving _____

Personal References

List names and addresses of three reliable persons, other than relatives or past employers, who know you well enough to give information about you.

Name _____ Occupation _____

Address _____

Number _____ Street _____ City _____ State _____ ZIP _____
Home telephone # _____ How long known _____

Name _____ Occupation _____

Address _____

Number _____ Street _____ City _____ State _____ ZIP _____
Home telephone # _____ How long known _____

Name _____ Occupation _____

Address _____

Number _____ Street _____ City _____ State _____ ZIP _____
Home telephone # _____ How long known _____

Have you been convicted of a felony or misdemeanor? YES ___ NO ___

If yes, indicate date and nature of offense _____

Have you ever been discharged or asked to resign from employment? YES ___ NO ___

If yes, give complete details (dates, places, reason, name and address of supervisor)

I hereby certify that there are no willful misrepresentations or falsification of statements and answers to questions herein. I am aware that should investigation disclose such misrepresentations or falsifications, this will be grounds for elimination from further consideration or, if employed, for dismissal. I understand that a thorough assessment of my background, behavioral characteristics, traffic record, and criminal history will be conducted. In addition, for Police positions, a polygraph will be conducted.

I authorize my previous employers and the references I have named to furnish the City of Pacific my record, reason for leaving and all information they may have concerning me. I hereby release them and the City of Pacific from all liability for any damage whatsoever arising therefrom. I authorize investigation of all statements in this application.

Signature of Applicant _____ **Date** _____

WAIVER FOR REFERENCE CHECKING

Name (Please Print): _____

Address: _____ City: _____ State: _____ Zip: _____

I have voluntarily applied for a position with the City of Pacific, Washington (“City”). I hereby release any and all providers of information to the City as part of this hiring process, and their past and present employees, representatives, elected officials, supervisors, and agents from any and all liability, claims, and/or damages of any kind arising out of the disclosure of information about me to the City, including but not limited to information about my performance, performance evaluations, attendance, and disciplinary information.

Signature: _____

Date: _____