



## Lateral Deputy Sheriff

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**DEPARTMENT:** KCSO - Sheriff's Office  
**DIVISION:** Patrol Operations  
**SALARY:** \$73,112.00 - \$102,377.60 Annually  
**LOCATION:** Multiple locations in King County  
**JOB TYPE:** Career Service, Full Time, 40 hrs/week

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### SUMMARY:

#### JOIN THE FAMILY



With a commissioned staff of more than 770, we are among the largest sheriff's departments in the country. Our deputies have opportunities to serve in many different communities, including unincorporated King County, numerous contract city police departments, transit police agencies, and so many more.

As a lateral hire, your take-home patrol car is issued to you soon after being sworn-in and qualifying with your weapon. Starting pay is commensurate with experience, and evaluated individually. Out of state lateral hires may be eligible for reimbursement of qualifying moving expenses up to \$5,000.

This is a Civil Service position, you can access the [Civil Service Rules](#) on our website.

**CONTACT INFORMATION:** If you have questions regarding this job announcement, please contact Civil Service HR Analyst, Mike Tayman, at 206-263-8676, [MTAYMAN@KINGCOUNTY.GOV](mailto:MTAYMAN@KINGCOUNTY.GOV)

**KCSO Recruiting Department:** [KCSORec@KingCounty.Gov](mailto:KCSORec@KingCounty.Gov)

**WORK SCHEDULE:** 24/7 position, shift of day, swing, or graveyard are determined on need and assigned location. Schedule is dependent upon assignment. Patrol assignments are typically eight hour shifts on a "five days on, two days off, five days on, three days off" schedule.

## JOB DUTIES:



We serve unincorporated King County and operate numerous city police departments plus transit police units. We offer dozens of unique assignments that range from school or community-based positions to drug enforcement and bomb disposal. All deputies begin their career on patrol (we have no jail service requirement), providing service to the people of a particular district. Deputies are assigned to single-person patrol cars, and gain a strong sense of ownership in their communities by interacting with the residents, business owners, and visitors to the area. Often, their work requires working together with these people or supporting fellow deputies in adjoining districts.

## EXPERIENCE, QUALIFICATIONS, KNOWLEDGE, SKILLS:

### MINIMUM REQUIREMENTS FOR ALL LATERAL APPLICANTS:

- Experience as a full-time commissioned police officer with at least 12 months of active patrol after completion of all academy training. *Time training on active patrol (PTO/FTO or similar) will count towards the 12 months of active patrol requirement.*
- Successful completion of probation as a commissioned officer with a city, county or state police or sheriff's department. Federal experience does not qualify.
- Less than a two-year break in service from a former police officer position.
- Academy training that meets or exceeds the Washington State Criminal Justice Training Center's standards (720 hours).
  - Out-of-state applicants will be required to complete an 80-hour equivalency academy.
- Verification that you **do not meet** any of the [Sheriff's Office Automatic Disqualifying Behaviors](#) (follow the hyper link to review this list)

## SUPPLEMENTAL INFORMATION:

### Application and Testing Process:

1. **Direct apply** – Click on the "Apply" link towards the top of this job announcement on the right. A complete application is required for processing.

- Do not type "see resume".
- Review the [Sheriff's Office Automatic Disqualifying Behaviors](#) form.
- Answer all supplemental questions.

**2. Application Review** – Applications will be screened for accuracy and completeness to ensure you meet the minimum qualifications to be considered as a lateral candidate. Civil Service reviews applications every week and will contact you within 5 to 7 business days of receiving your application.

**3. Oral Board Exam** – Qualified candidates will be invited to self-schedule for an oral board examination. This is a formal interview with of a panel of King County deputies, detectives, and/or sergeants. The panel will evaluate you on the following criteria: communication skills, background, skill in serving diverse communities, experience, integrity, motivation, interpersonal skills, and problem solving. If you require accommodation or assistance with scheduling, contact Civil Service HR Analyst, Mike Tayman [mtayman@kingcounty.gov](mailto:mtayman@kingcounty.gov).

**4. Civil Service Eligibility List** – Upon successfully passing the oral board examination, qualified candidates will be placed on the lateral eligibility list. The final score is based on your oral board interview and, if applicable, one of the approved preference points (see below). Ranking on this list determines the order in which background investigations are conducted.

**PREFERENCE POINTS** (candidates may not use more than one preference):

- **Veteran's Preference:** a valid copy of your DD214 must be provided prior to or at the time of your oral board appointment to be valid. To learn more, review [RCW 41.04.010](#)
- **Foreign Language Proficiency:** if you speak a foreign language and wish to receive additional consideration, please indicate this on the applicable supplemental question. You must successfully pass the pre-set requirements in an assessment before additional points are added.

**5. BACKGROUND INVESTIGATION** – The background investigation process takes approximately six (6) weeks, from the point when your background investigation **begins** to the time you are offered a job. Some background investigations may take longer, and when the investigation begins is dependent upon your position on the eligibility list and the hiring needs of the department. The Sheriff's Office Background Unit conducts a thorough background investigation. This includes a look at your criminal, employment, driving, and credit history, personal and professional references, polygraph exam, and an evaluation of psychological suitability. All references including your current employer will be contacted immediately due to our expedited process. Your final selection interview will be with one of our three department Chiefs. A medical exam is also required.

**UNION MEMBERSHIP:** This position is represented by the King County Police Officers Guild.

**Forbes recently named King County as one of Washington State's best employers.**

**Together, with leadership and our employees, we're changing the way government delivers service and winning national recognition as a model of excellence. Are you ready to make a difference? Come join the team dedicated to serving one of the nation's best places to live, work and play.**

Guided by our "**True North**", we are making King County a welcoming community where every person can thrive. We value diversity, inclusion and belonging in our workplace and workforce. To reach this goal we are committed to workforce equity. Equitable recruiting, support, and retention is how we will obtain the highest quality workforce in our region; a workforce that shares and will help advance our guiding principles--we are one team; we solve problems; we focus on the customer; we drive for results; we are racially just; we respect all people; we lead the way; and we are responsible stewards. We encourage people of all backgrounds and identities to apply, including Native American and people of color, immigrants, refugees, women, LGBTQ+, people living with disabilities, and veterans.

**King County is an Equal Employment Opportunity (EEO) Employer**

No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation and pregnancy), age, genetic information, disability, veteran status, or other protected class. Our EEO policy applies to all employment actions, including but not limited to recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

**To Apply**

If you are interested in pursuing this position, please follow the application instructions carefully. If you need this announcement in an alternate language or format, would like to request accommodation or assistance in the application or assessment process or if you have questions please contact your recruiter listed on this job announcement.

**For more information regarding this recruitment. please contact:**

Michael Tayman, HR Analyst/Civil Service  
206-263-8676  
[mtayman@kingcounty.gov](mailto:mtayman@kingcounty.gov)

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APPLICATIONS MAY BE FILED ONLINE AT:  
<http://www.kingcounty.gov/>

Job #2021MAT13484  
LATERAL DEPUTY SHERIFF  
MT

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