



**CITY OF RICHLAND**  
invites applications for the position of:

## **Police Officer - Lateral**

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**SALARY:** \$39.25 - \$48.95 Hourly  
\$3,140.00 - \$3,916.00 Biweekly

**OPENING DATE:** 01/01/20

**CLOSING DATE:** 12/31/20 11:59 PM

### **GENERAL SUMMARY:**

**Although this position closes at midnight on December 31, 2020, the City reserves the right to conduct the Lateral testing process as qualified applications are received.**

Under the direction of a Police Sergeant or designee, performs police protection and other services to safeguard the lives, property and constitutional rights of the citizens of Richland; responds to crime and accident scenes, emergency situations and other requests for assistance; detects, apprehends and arrest criminals; enforces the laws and ordinances of the City and performs a variety of specialized duties as assigned. Subject to 12 hour shifts, callback, standby and overtime as required.

Incumbents in this class are allocated to one or more specialized full-time assignments on a rotational basis. Each optional assignment within this classification is compensated in accordance with collective bargaining agreements recognizing difficulty and responsibility of each assignment.

Please view the [Hiring Brochure](#) for more information and job details.

For complete job description to include working conditions click [here](#).

### **MINIMUM QUALIFICATIONS:**

- High school diploma or equivalent.
- **Submit an online application, and attach a current resume and updated PHS in PDF format.** Please click [here](#) to access the PHS.
- Two (2) years continuous full-time commissioned civilian law enforcement experience in a city, county, state or Federal law enforcement agency (no break in service for more than 24 months if not currently employed as a police officer).
- Washington state candidates must have graduated from the Washington State Basic Law Enforcement Academy Training or other Washington State approved basic academy.
- Out of state candidates must be able to successfully complete the Law Enforcement Equivalency Academy and obtain a Washington State Police Officer certification within the applicable probationary period.
- Valid Washington State driver's license upon hire date (out of state applicants must obtain within two-months).
- All candidates must have current police officer certification or equivalent (decertification in any State could be cause for disqualification).
- Twenty-one (21) years of age at time of application.
- U.S. citizen or lawful permanent resident.

- Satisfactorily complete field training provided by the Richland Police Department, in which methods, procedures and techniques of law enforcement work are presented by field training officers, before completion of probationary period.

Please review the [Hiring Standards](#) brochure for further details on hiring standards, to include temporary or permanent disqualifiers.

**Applicants must submit all training records in advance of the testing process. Out of state applicants must submit a copy of their Police/Peace Officer certification at the time of application.**

## **DESIRABLE QUALIFICATIONS:**

- AA or BA Degree in police science, law, criminal justice or related field preferred.
- Five years or more of continuous full-time commissioned civilian law enforcement experience in a city, county, state or Federal agency which includes patrol service and experience in one or more specialties (such as, SWAT, Drug Recognition Expert, Certified Bomb Technician, Vehicle Accident Reconstruction, Field Training Officer, or full-time investigative assignment).
- Bi-Lingual a plus.

## **SUPPLEMENTAL INFORMATION:**

The City retains the right to limit the number of lateral applicants - women and minorities are encouraged to apply.

Final selection will be based on overall qualifications and the lateral testing process (Oral board interview and presentation exercise).

If selected, the final candidate(s) will be required to complete and pass a comprehensive integrity interview, background/reference check (includes site visit), polygraph, fingerprinting and a pre-employment physical and psychological exam.

EOE

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APPLICATIONS MAY BE OBTAINED AND FILED ONLINE AT:  
<http://www.ci.richland.wa.us>

Position #2020-00008  
POLICE OFFICER - LATERAL  
KC

625 Swift Blvd  
Human Resources / MS-12  
Richland, WA 99352  
(509) 942-7392

[richlandhr@ci.richland.wa.us](mailto:richlandhr@ci.richland.wa.us)

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## **Police Officer - Lateral Supplemental Questionnaire**

- \* 1. Do you have a High School diploma or GED?
- Yes  
 No

- \* 2. Which best describes your education?
  - High School diploma or GED
  - Some college-level course work
  - At least 2yrs college-level course work (no degree)
  - Associate's degree in general studies or other
  - Bachelor's degree in general studies or other
  - Associate's degree in police science, criminal justice or closely related field
  - Bachelor's degree in police science, criminal justice or closely related field
- \* 3. Which best describes your experience working as a commissioned law enforcement officer?
  - I have not worked for a law enforcement agency
  - I have less than 2 years of experience working for a law enforcement agency
  - I have 2 to 3 years of experience working for a law enforcement agency.
  - I have 3 years or greater experience working for a law enforcement agency
  - I have at least 5 years of experience or greater
- \* 4. Please describe your experience, including where the experience and/or training is from and how much experience/training you have.
- \* 5. Do you have a current Police Officer or equivalent certification?
  - Yes
  - No
- \* 6. Have you had a break in service for more than 24 months as a commissioned law enforcement officer?
  - Yes
  - No
- \* 7. Have you ever failed a probationary period for a law enforcement agency? If yes, please explain. If no, indicate "N/A".
- \* 8. Have you received any discipline as a Law Enforcement Officer, to include written reprimands, suspensions, terminations, or terminations with reinstatement? If yes, please explain. If no, indicate "N/A".
- \* 9. Have you ever been allowed to resign in lieu of discharge? If yes, please explain. If no, please indicate "N/A".
- \* 10. Have you ever been untruthful in a hearing, court hearing, trial and/or internal investigation? If yes, please explain. If no, indicate "N/A".
- \* 11. Have you had any adversarial contacts with law enforcement? If yes, please explain. If no, indicate "N/A".
- \* 12. Have you ever been, or taken out a restraining order, court order of protection, or injunction prohibiting harassment against someone? If yes, please explain. If no, indicate "N/A".

- \* 13. Domestic violence is defined as crimes to include assault, criminal damage, endangerment, imprisonment, intimidation, kidnapping, trespass, disorderly conduct, or reckless display or discharge of a deadly weapon or dangerous instrument in the following: if the relationship between the victim and the defendant is one of marriage or former marriage or of persons residing or having resided in the same household, if the victim and the defendant have a child in common, if the victim or the defendant is pregnant by the other party, if the victim is related to the defendant or the defendant's spouse by blood or court order as a parent, grandparent, child, grandchild, brother, or sister or by marriage as a parent-in-law, grandparent-in-law, stepparent, step-grandparent, stepchild, step-grandchild, brother-in-law, or sister-in-law, if the victim is a child who resides or has resided in the same household as the defendant and is related by blood to a former spouse of the defendant or to a person who resided in the same household as the defendant, or if the relationship between the victim and the defendant is currently or was previously a romantic or sexual relationship. The following factors may be considered in the determining whether the relationship between the victim and the defendant is currently or was previously a romantic or sexual relationship: type of relationship, length of relationship, frequency of the interaction between the victim and the defendant, and if the relationship has terminated, and the length of time since the termination. Have you ever committed an act of domestic violence according to the definition provided; and/or has any law enforcement agency ever responded to your residence, temporary or permanent, for any reason relating to domestic violence? If yes to either, please explain. If no, indicate "N/A".
  
- \* 14. Have you been convicted of a civil rights violation? If yes, please explain. If no, indicate "N/A".
  
- \* 15. Have you ever been rejected as a job applicant for issues raised by an oral board process? If yes, explain below. If no, indicate "N/A".
  
- \* 16. Have your ever been rejected as a job applicant for issues raised by a background investigation? If yes, please explain below. If no, indicate "N/A".
  
- \* 17. Have you ever been rejected as a job applicant for issues raised by your work history/performance? If yes, please explain. If no, indicate "N/A".
  
- \* 18. Have you ever been rejected as a job applicant for issues raised by a polygraph? If yes, please explain below. If no, indicate "N/A".
  
- \* 19. Have you ever been rejected as a job applicant for issues raised OTHER than an oral board, background investigation or polygraph? If yes, please explain. If no, indicate "N/A"

- \* 20. Have you ever removed yourself from an eligibility list? If yes, please explain. If no, indicate "N/A".
  
- \* 21. Have you ever been given the opportunity to remove yourself from an eligibility list instead of being removed or disqualified by the agency? If yes, please explain. If no, indicate "N/A".
  
- \* 22. If selected for this position you will be required to complete a comprehensive background check to include an integrity interview, reference checks, criminal history check, driving record, etc. In addition, you could be required to go through a polygraph, fingerprinting, psychological and pre-employment physical exam, including drug/alcohol testing. Are you willing and able to go through this process, if selected?
  - Yes
  - No
  - Maybe
  
- \* 23. Have you, at any point during this application process, lied or deliberately left off any information?
  - Yes
  - No
  
- \* 24. Do you understand that any omission, misrepresentation, or falsification on this document, answers provided, any interview, or any other part of the hiring process could result in permanent disqualification from employment from the City of Richland Police Department?
  - Yes
  - No
  
- \* 25. I understand that I will not receive and I am not entitled to a copy of the background investigation report or to know its contents. I further understand that the contents will be used in the evaluation process for employment with the Richland Police Department. Further, I understand that no documents submitted by me will be returned to me and no copies of any other reports or documents utilized for or during my application for employment will be furnished or given to me. Under penalty of perjury (pursuant to Washington State RCW Chapter 9A-72), I hereby state and declare that all statements in this packet are true. I make this declaration fully aware that the Richland Police Department may choose to verify the truth of these statements through a polygraph examination, another truth verification examination, or a background investigation. Further if it is proven that I have made a false statement; I understand that this would be grounds for my disqualification as a candidate, or termination of my employment (if hired). Please indicate that you have read, understand, and agree to the aforementioned conditions and criteria.
  - Yes
  - No
  
- \* 26. I have reviewed the Hiring Standards, to include temporary or permanent disqualifiers, and I fall within the acceptable guidelines.
  - Yes
  - No
  
- \* 27. I have attached a current resume and PHS in PDF format.
  - Yes
  - No
  
- \* Required Question

