



City of Gig Harbor  
**Police Officer | Lateral & Exceptional Entry**

<b>SALARY</b>	\$40.78 - \$49.57 Hourly \$7,068.17 - \$8,591.42 Monthly \$84,818.00 - \$103,097.00 Annually	<b>LOCATION</b>	Gig Harbor, WA
<b>JOB TYPE</b>	Full-time	<b>JOB NUMBER</b>	23-00008
<b>DEPARTMENT</b>	POLICE	<b>DIVISION</b>	Officers
<b>OPENING DATE</b>	03/14/2023		

## GENERAL OVERVIEW

<https://www.youtube.com/embed/jbS9TtWVn2g?&wmode=opaque&rel=0>

The City of Gig Harbor is working towards establishing a Lateral Entry Police Officer Eligibility Register. There are currently four (4) vacancies within the Police Department that emerged from the approved budget as of January 1st, 2023.

2023 Pay Range: \$7,068 - \$8,591/month + potential for:

### College Premium Pay

2% of base salary for an Associate Degree

3% of base salary for a Bachelor Degree

### Shift Differential

5% of base salary

### Longevity Premium Pay

2.5% of base salary after 2 years of continuous employment

5% of base salary after 5 years of continuous employment

6.5% of base salary after 10 years of continuous employment

### Retiree Medical Plan

### Deferred Compensation Program

#### Phase One

Applications are reviewed to determine the most competitive candidates who best meet the needs of the Gig Harbor Police Department. Evaluation criteria includes, but is not limited to education, military service, and specialized law enforcement positions.

#### Phase Two

The top candidates will be invited to participate in a Physical Ability Test (PAT) and an Oral Board interview. Candidates must pass the PAT to continue to the Oral Board. The PAT is scored as a Pass/Fail and candidates must successfully pass all three events. A score of 70% is required to pass the Oral Board process.

#### Physical Ability Test (PAT)

- Event #1 | Push-Ups – 20 within 90 seconds
- Event #2 | Sit-Ups – 25 within 90 seconds
- Event #3 | Squat-Thrusts – 35 within 3 minutes

Eligibility Register placement will be determined by results of the Oral Board interview.

#### **Phase Three**

When the Department has a Police Officer position to be filled, the Chief of Police may request the names of the top five (5) candidates from the Lateral Entry Eligibility Register. In the event of two or more vacancies, an additional candidate for each additional vacancy is allowed. Names on the register are valid for a period of one (1) year from the date of entry on the register. Placement on the register will be subject to revision based upon periodic testing results.

The background investigation process is initiated. This will include a check of personal and professional references, social media activity, as well as work, criminal, driving and financial histories. The Gig Harbor Police Department may also conduct personal interviews within your neighborhood and workplace.

Any offer of employment that emerges after Chief's interview will be conditional upon successfully passing a psychological evaluation, physical evaluation, drug test, polygraph and an emotional intelligence screening.

#### **ABOUT THE DEPARTMENT:**

The Gig Harbor Police Department is expanding to hire up to 25 commissioned officers, which include: Police Chief, Lieutenant, four Patrol Sergeants, one Detective Sergeant, two Detectives, and 16 Patrol Officers. Additional staff includes two Police Services Specialists and one Property/Evidence Technician.

The City utilizes three contract jails. Dispatch service is provided by South Sound 911. Additional opportunities include participation in our Bicycle Unit, Marine Services Unit, and a variety of multi-jurisdictional teams.

Our patrol officers and sergeants work three consecutive 12.5 hour shifts with four days off each week. There is one additional 10-hour shift added to the monthly schedule. Each officer is provided an assigned take-home vehicle. Uniforms and equipment are purchased by the city. A deferred compensation plan and a retiree medical plan are included as parts of the compensation package.

The Gig Harbor Police Department enjoys an incredible relationship with a very supportive community. Our City Administration is highly supportive of ensuring that the Police Department has the tools and ability to maintain a safe community. We pride ourselves on providing the Best Possible Service to our community.

#### **SUMMARY**

The employee is under the direct supervision of a Police Lieutenant and Sergeant, with general supervision by the Chief of Police. The employee's behavior is governed by policies and procedures of the Police Department; local, state, and federal laws; and court decisions.

This is a responsible human relations and skilled position in public safety. The employee in this position is responsible for the protection of the public's safety, the prevention of crime, and the enforcement of local, state, and federal laws.

The employee exercises considerable discretion in regulating daily activity and use of enforcement powers.

Work includes patrolling the community by vehicle and on foot. Bicycle and marine patrol duties are assigned upon qualification. The employee responds to calls for service, which include reports of criminal activity, traffic safety, crime prevention, and general public safety problems.

The employee conducts preliminary and continued investigations for reported crimes and traffic accidents. This responsibility includes crime scene processing, interviewing witnesses and victims, and enforcing specific violations of the law.

The employee performs several assignments to prevent crime and traffic accidents. These assignments are educational and inspectional: presentations on prevention techniques; conducting security surveys; security checks on home and businesses; inspection of business practices and policies; and inspection of building construction for compliance with the security ordinance.

Performance is monitored daily by the Police Sergeant, Lieutenant, or Chief of Police, for compliance with policies and laws. However, the employee usually performs with minimum supervision.

## **ESSENTIAL FUNCTIONS**

- Ensures Department services are provided with exceptional customer service and the highest level of ethical standards.
- Patrols the community in a vehicle, on foot, or bicycle and/or boat when assigned, to deter and detect criminal activity.
- Emphasis on customer service approach to work collaboratively with community partners to improve safety and reduce crime.
- Responds to calls for service: administers first aid to injured persons, documents allegations of a crime; protects persons and property; and advises on preventative practices.
- Performs preliminary and continued investigations (traffic and criminal): searches for and collects physical evidence; and, interviews witnesses and victims.
- Enforces traffic laws by monitoring traffic movement visually and with radar, contracts violators, and issues traffic citations.
- Conducts Security Surveys for businesses.
- Inspects new construction for compliance with Security Ordinance.
- Recovers and returns stolen property.
- Testifies in court.
- Writes reports on alleged crimes, traffic accidents, and arrests.
- Performs crisis intervention in sensitive and dynamic situations; explains content of law to persons involved in a dispute, describing the process of filing a formal complaint, the extent of law enforcement powers, and the responsibility of citizens to follow prescribed legal procedures, provides referrals to appropriate community resources.
- Attends meetings, seminars, and other training classes to maintain current up-to-date knowledge of criminal and civil laws, as well as technical skills in order to remain proficient in the performance of duty; maintains awareness of newly-enacted laws and recent court decisions and their effects on police duties and responsibilities.

### **KNOWLEDGE, SKILLS & ABILITIES:**

Knowledge of:

- Thorough knowledge of the accepted practices of delivering police service.
- Thorough knowledge of local, state, and federal laws.
- Thorough knowledge of department policies, procedures, regulations, and directives.
- Considerable knowledge of court decisions relating to police powers.
- Good knowledge of human relation techniques.
- Basic first aid and CPR procedures.

Ability to:

- Read, write, and speak English fluently.
- Write comprehensive and detailed crime reports, accident reports, and administrative reports.
- Effectively communicate orally.
- Relate to the community, superiors, city officials, and other city employees.
- Effectively and safely use a firearm and operate a motor vehicle.
- Physically apprehend suspects/persons.

- Maintain fitness for duty.
- Perform the essential duties of the job.
- Maintain reliable and dependable attendance.

#### **PHYSICAL DEMANDS & WORK ENVIRONMENT:**

- The employee primarily drives a vehicle, walks, or rides a bicycle when assigned.
- There is considerable walking, bending, stooping, reaching, and at times, running.
- Since the employee takes physical custody of persons, there is a certain amount of physical contact and confrontation. Employee may be vulnerable to personal injury in some cases.
- The work sometimes requires above average physical agility and conditioning.
- The employee is exposed to all weather conditions, and other outside environmental conditions.
- May be exposed to hazards such as chemicals, temperature extremes, occasional driving at high speeds, bloodborne and communicable diseases.
- May encounter hostile, disoriented, or violent individuals and may be subject to verbal and/or physical attack or assault from such individuals or may have gunfire directed at them.
- The employee rotates in a 24-hour shift schedule and may be required to work overtime and on holidays as department need arises.
- Subpoenaed appearances in court to testify in the prosecution of individuals charged with misdemeanor or felony charges is a regular and ongoing occurrence and may occur on a day off or before/after a regularly scheduled shift.

#### **QUALIFICATIONS**

- At least 21 years of age at time of application; **AND**
- High school diploma or GED equivalent; **AND**
- US citizen or lawful permanent resident; **AND**
- Ability to read, write, and speak English fluently; **AND**
- Valid Washington State driver license (or ability to obtain within 30-days of hire) with a history of safe driving and maintenance throughout the duration of appointment; **AND**
- Pass Physical Ability Test (PAT); **AND**
- Score a minimum of 70% on Oral Board interview; **AND**
- Successfully pass background investigation, emotional intelligence screening, polygraph, psychological, and medical examination.

#### **Additional Exceptional Entry Level Requirements:**

- Persons who have not attained commissioned peace officer status but have successfully completed a basic law enforcement academy recognized as a full equivalent to the Washington state basic law enforcement academy by the Washington State Criminal Justice Training Commission within the preceding twelve months and will be given a Conditional Offer of Employment within that twelve-month period; **OR**
- Persons whose peace officer certification, commission, and/or licensing has lapsed because of a break in service as a full-time, fully commissioned peace officer in this or any other state or territory for more than twenty-four months but less than sixty months and who are required to attend the equivalency.
- All requirements of WAC 139-05-210 shall also apply. If separated from a law enforcement agency, the separation must be without cause or resigning in lieu of discipline.

#### **Additional Lateral Entry Requirements:**

- Successful completion of a State accredited law enforcement academy; **AND**
- Previous employment as a Commissioned Police Officer on a full-time basis by a law enforcement agency exceeding a consecutive 12-month period; **AND**
- Shall not have had a lapse in employment as a law enforcement officer for a period exceeding the previous twelve months, calculated from the day of appointment.

#### **Criminal Conviction Standards**

The successful incumbent will or may have access to a secured/confidential facility or computer system. As a result, the City

of Gig Harbor will be conducting an extensive criminal background check by law enforcement agencies, which may include fingerprinting. Please review the following list of disqualifying crimes and negative actions to determine if you meet our standard for this position: <https://www.dshs.wa.gov/sites/default/files/bccu/documents/Secretary%E2%80%99sCrimesListforALLPrograms.pdf> ([Download PDF reader](#))

## ADDITIONAL INFORMATION

- This position is considered essential for public safety.
- This position is represented by Teamsters Local Union No. 117.

If you need assistance and/or a reasonable accommodation due to a disability during the application or the recruiting process, please contact Human Resources at [humanresources@gigharborwa.gov](mailto:humanresources@gigharborwa.gov).

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### Agency

City of Gig Harbor

### Address

3510 Grandview Street

Gig Harbor, Washington, 98335

### Phone

(253) 851-8136

### Website

<https://www.cityofgigharbor.net>

## Police Officer | Lateral & Exceptional Entry Supplemental Questionnaire

### \*QUESTION 1

Are you currently 21 years of age or older?

- YES  
 NO

### \*QUESTION 2

Do you possess a High School Diploma or GED equivalent?

- YES  
 NO

### \*QUESTION 3

Do you have the ability to read, write, and speak English fluently?

- YES  
 NO

### \*QUESTION 4

Have you successfully completed a state-accredited law enforcement academy?

- YES  
 NO

### \*QUESTION 5

If you answered yes, please list the name of the academy and date of completion. (A copy of the certification from a state accredited civilian law enforcement academy must be attached to your application.)

**\*QUESTION 6**

Have you completed a minimum of twelve (12) months of continuous services as a full-time commissioned peace officer with a city, county or law enforcement agency?

- YES  
 NO

**\*QUESTION 7**

If you answered yes, you have completed a minimum of twelve (12) months of continuous services as a full-time commissioned peace officer with a city, county or law enforcement agency, please list the name of the law enforcement agency.

**\*QUESTION 8**

Has your peace officer certification in any state ever been revoked or denied?

**\*QUESTION 9**

If you answered yes, your peace officer certification in any state has been revoked or denied, please explain why.

**\*QUESTION 10**

Have you ever been terminated for cause, terminated during probation, asked to leave, or resigned in lieu of termination from ANY public agency?

- YES  
 NO

**\*QUESTION 11**

If you answered yes, you have been terminated for cause, terminated during probation, asked to leave, or resigned in lieu of termination from ANY public agency, please provide the details below.

**\*QUESTION 12**

Have you ever possessed, used or sold any controlled substance?

- YES  
 NO

**\*QUESTION 13**

If you answered yes, you have possessed, used, or sold any controlled substances, please document types of substance(s), amounts, number of times, and approximate date(s) of possession. Be as complete and specific as possible.

**\*QUESTION 14**

Have you possessed or used marijuana, or its derivatives, other than by prescription?

- YES  
 NO

**\*QUESTION 15**

If you answered yes, you have possessed or used marijuana, or its derivatives, other than by prescription, please provide details including the most recent use.

**\*QUESTION 16**

Have you ever been convicted of a felony?

YES

NO

**\*QUESTION 17**

Please tell us why you want to work for the City of Gig Harbor Police Department.

\* Required Question