



# CITY OF TACOMA invites applications for the position of: **Latent Print Examiner**

An Equal Opportunity Employer

**SALARY**

Hourly  
\$34.27 - \$41.62

Annually  
\$71,281.60 - \$86,569.60

**OPENING DATE:** 08/06/19

**CLOSING DATE:** 09/03/19 05:00 PM

**POSITION DESCRIPTION:**

The Tacoma Police Department is seeking experienced Latent Print Examiners to perform advanced technical work.

An employee in this classification will develop, preserve, and transport recorded fingerprints, latent prints and evidence collected at crime scenes; prepare testimony and testify in courts of law; process evidence for latent prints using sophisticated chemical, physical, optical and computerized scientific analysis techniques; provide formal and informal training to law enforcement officers, staff and outside agencies in the collection and preservation of evidence.

Additional requirements of the position include lifting objects weighing up to 50 pounds, walking, standing, sitting, pushing, pulling, balancing, climbing, kneeling, bending, stooping and dragging. Work includes indoor, outdoor, lab environment and crime scenes; subject to being called out on weekends, evenings and holidays.



The City of Tacoma has a very generous benefit package with one of the best pension packages in the market. These generous employee benefits include:

- Medical coverage for eligible employees, spouses and dependents, including children up to age 26.
- Vision care with VSP for employees and eligible dependents enrolled in the Regence PPO medical plan with vision benefits.
- Dental coverage for eligible employees and their elected dependents, including dependent children up to the age of 26.
- Deferred compensation allowing tax-deferred savings as authorized under Section 457 of the IRS Code.
- Generous amount of paid holidays and personal time off.
- A phenomenal pension plan that prepares you for retirement.

For more information on the City of Tacoma's benefit package feel free to explore the [City of Tacoma Benefits page](#).

**QUALIFICATIONS:** To be considered for this position you must possess a:

- Bachelor of Science degree with a major in forensic science, criminalistics, physical, or natural science **and** a minimum of two years' experience in latent print examinations and processing of evidence
- or**
- Associates degree **and** a minimum of four years' experience in latent print examinations and processing of evidence.

**Licenses, Certificates and Other Requirements:**

Valid driver's license at time of application with maintenance thereafter.

Valid certification by the International Association for Identification (IAI) as a Latent Print Examiner

(please attach to application).

### **KNOWLEDGE & SKILLS:**

#### **Knowledge of:**

- Recovering, preserving, transporting and developing latent prints and evidence from crime scenes
- Current chain of custody principles and practices
- Current latent print process using sophisticated chemical, physical, optical and computerized scientific analysis techniques
- Automated and manual identification methodology including advanced fingerprint identification and proper techniques used in the collection and comparison of latent prints
- The NEC Automated Fingerprint Identification System
- Current case law and issues related to fingerprint science (Daubert)

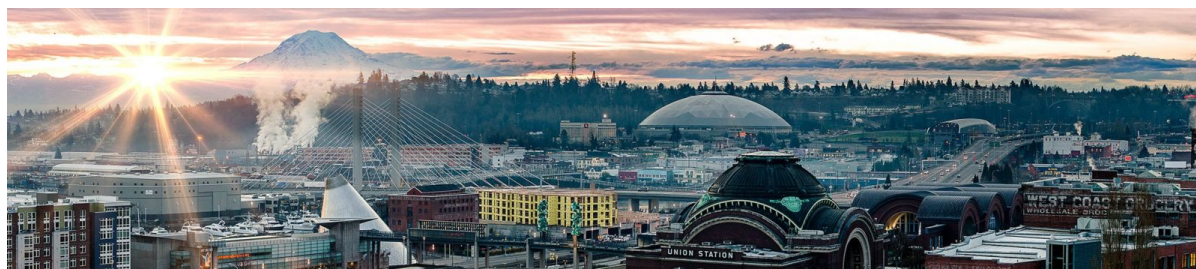
#### **Skilled in:**

- Maintaining professional demeanor at all times, including giving clear, credible and persuasive expert testimony during judicial proceedings in the latent print discipline
- Effectively handling multiple competing priorities and sensitive situations; working under deadlines and mandated time constraints
- Gathering, analyzing and synthesizing data; skill in effective report writing
- Accurately evaluating and comparing latent prints (advanced skill required)

### **SELECTION PROCESS & SUPPLEMENTAL INFORMATION:**

#### **City of Tacoma Commitment to Diversity and Inclusion**

Tacoma's diversity is its greatest asset. Tacoma embraces its multi-cultural and multi-ethnic character. Communities of color and immigrant communities are fundamental to Tacoma's entrepreneurial spirit, workforce, and long-term success. In Tacoma, equity and empowerment are top priorities, meaning that all Tacoma residents must have equitable opportunities to reach their full potential and share in the benefits of community progress. One of our goals is for the City of Tacoma workforce to reflect the community it serves. We actively work to eliminate racial and other disparities and welcome candidates with diverse backgrounds and/or multicultural skill sets and experiences. Our goal is for Tacoma to be an inclusive and equitable place to live, work, and play.



#### **The City of Tacoma**

Tacoma is one of the nation's healthiest, safest, and most playful cities. We have daily access to stunning natural surroundings and a great quality of life. We are Washington's most diverse big city, with arts, culture, parks, and recreational opportunities that are envied by much larger cities. We recognize how lucky we are, but we know we can make it even better...TOGETHER!

Tacoma boasts the state's highest density of art and history museums, and is home to a flourishing creative community of writers, artists, musicians, photographers, filmmakers, chefs, entrepreneurs, and small business owners who each add their unique flair to the city's vibrant commercial landscape. The iconic Tacoma Dome has endured as a high-demand venue for some of the largest names in the entertainment industry.

A magnet for families looking for affordable housing options in the Puget Sound area, Tacoma also draws those who prefer to live in a more urban downtown setting with competitively priced condos and apartments that feature panoramic mountain and water views. To see a few of the great things Tacoma has to offer, view this [YouTube Video!](#)

#### **Apply**

Interested individuals should **apply online and attach** a detailed resume and cover letter that includes job experience, major responsibilities and accomplishments related to this position. Additionally, If you have a valid certification by the International Association for Identification (IAI) as a Latent Print Examiner please include a copy in the attachment field of your application.

Candidates who are eligible for Veteran's Preference scoring criteria **must attach a copy of their DD-214 member copy 4, (proof of military discharge form) at time of application,** to be eligible for

review for Veteran's Preference points, with redacted birth date and social security numbers.

Applicants who meet the minimum qualifications will be invited to take a practical test tentatively scheduled to be held in October. Candidates who pass all phases of the recruitment and testing process will be placed on an eligibility list for interview and hiring consideration. The eligibility list produced is open and valid for approximately one year.

Appointment is subject to passing a background check. This position is covered by a Labor Agreement between the City of Tacoma and Local 117. New employees must successfully complete a one year probationary period prior to obtaining permanent status in this classification.

**Communication from the City of Tacoma:**

We primarily communicate via email during the application process. Emails from cityoftacoma.org and/or governmentjobs.com must be placed on your safe domain list to ensure that you receive notifications in a timely manner. As a precaution, you may also want to check your junk email folders.

The online application system requires you to enter a substantial amount of information. Be prepared to spend at least an hour entering information. In order for your application materials to be considered, all information must be submitted by the closing date and time listed on this job announcement.

For assistance with the NEOGOV application process, or questions regarding this job announcement, call the Human Resources office at (253) 591.5400 before 5:00 pm of the closing date of the job announcement.

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APPLICATIONS MAY BE OBTAINED AND FILED ONLINE AT:

<http://www.cityoftacoma.org>

ALTERNATIVE FORMAT MAY BE OBTAINED AT:

Human Resources Department  
747 Market Street  
Tacoma, WA 98402-3764  
253-591-5400

Job #4212-19

LATENT PRINT EXAMINER

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An Equal Opportunity Employer

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**Latent Print Examiner Supplemental Questionnaire**

- \* 1. This supplemental questionnaire will be used to determine whether you meet the minimum qualifications; therefore, each question should be completed thoroughly and honestly. Additionally, your responses to these questions may be assessed through the interview and reference check process. Any sign of deliberate misinformation or intentional exaggeration will result in disqualification from the examination process and possible bar from future employment opportunities with the City of Tacoma. I certify that the information provided is accurate and complete to the best of my knowledge. I understand that any falsification may cancel any terms, conditions, or privileges of employment.
  - Yes
  - No
- \* 2. Which best describes your highest level of education in forensic science, criminalistics, physical, or natural science?
  - High school diploma, GED or other certifications
  - Some college
  - Associate's degree
  - Bachelor's degree
  - Master's degree or higher
- \* 3. Indicate the years of experience you have conducting latent print comparisons. Please only include years where more than 50% of your job duties were spent conducting latent print comparisons.
  - Less than 2 years of experience
  - 2 years to less than 5 years of experience
  - 5 years to less than 10 years of experience
  - 10 or more years of experience
- \* 4. How many times have you successfully testified in a court of law to a latent print comparison?
  - 0 - 3 times
  - 4 - 7 times

- 8 -10 times  
 10 or more times
- \* 5. How many years of experience do you have instructing on-the-job training for novice latent print examiners?
- I have no experience as an instructor  
 Less than 3 years of experience  
 3 years to less than 5 years of experience  
 5 or more years of experience
- \* 6. How many training workshops or seminars have you conducted for forensic examiners?
- None  
 1 to 3  
 4 - 9  
 10 or more
- \* 7. How many training workshops or seminars have you conducted for non-examiners?
- None  
 1 - 3  
 4 - 9  
 10 or more
- \* 8. Have you written articles that were published in a recognized forensic journal (a recognized forensic journal is a peer reviewed publication which focuses on providing information to professional practitioners relating to forensic identification, analysis, or investigation & associated issues)?
- Yes  
 No
- \* 9. List the written articles you have authored that were published in a recognized forensic journal (a recognized forensic journal is a peer reviewed publication which focuses on providing information to professional practitioners relating to forensic identification, analysis, or investigation & associated issues):
- \* 10. I understand that a **valid certification by the International Association for Identification (IAI) as a Latent Print Examiner** is required. I have attached a copy of my certificate to my application.
- Yes  No
- \* 11. How many hours of IAI Latent Print Certification Board training have you completed within the last five (5) years?
- 0 - 80 hours  
 81 - 112 hours  
 113 - 160 hours  
 160 or more hours
- \* 12. Do you have a current IAI Latent Print Examiner Certification?
- Yes (please attach)  
 No
- \* 13. I understand that:
- Candidates must meet minimum qualifications to be invited to the practical examination.
  - Candidates must pass the practical examination with NO misidentifications (a misidentification is an automatic disqualifier) in order to be placed on an eligible list for interview and hiring consideration.
  - The practical exam is administered onsite only; **no offsite proctoring of the examination is allowed.**
- Yes  
 No
- \* 14. Please tell us how you learned about this job opening.
- Job Interest Card notification  
 Internet search  
 Professional organization  
 Community organization  
 Military organization

- Union job posting
- City of Tacoma employee
- Online job board posting
- Word of mouth
- Other

15. Please provide specific information regarding how you learned about this job opening. Thank you, your feedback will be used to evaluate our success reaching the public and refine our methods for future job postings.

\* Required Question