



CITY OF MUKILTEO
invites applications for the position of:

Police Officer - Lateral
(\$15,000 Hiring Incentive)

SALARY: \$32.04 - \$41.38 Hourly
\$5,553.82 - \$7,173.31 Monthly

OPENING DATE: 09/26/19

CLOSING DATE: Continuous

DESCRIPTION:

2019 Pay Scale: \$5,553.82 - \$7,173.31 per month

This is a lateral Police Officer position. Only candidates that meet all the minimum qualifications as indicated below, including at least 24 months of experience within the last 36 months from the time of application, will be considered.

Lateral Incentive Bonus

Specifics of Agreement:

- a. Lateral entry Police Officer applicants hired by the Mukilteo Police Department will receive a \$15,000 incentive.
- 1) \$5,000 will be paid on their first paycheck after being formally hired.
 - 2) \$5,000 will be paid upon successful completion of their probationary period.
 - 3) \$5,000 will be paid upon the start of the lateral officer's third year with the City.

Negation of Agreement and Consequences

- a. The Lateral entry Police Officer failing to complete their probationary period may be required to pay back a prorated portion of the hiring incentive.
- b. In the event the Lateral entry Police Officer does not successfully complete their probation period, they will not be awarded the second installment of \$5,000.

Summary of Duties

Performs the functions of law enforcement necessary to maintain public peace, protect life and property, prevent crime, apprehend violators of the law and otherwise assure proper enforcement of the laws and ordinances of the City of Mukilteo and the State of Washington.

ESSENTIAL DUTIES:

- Contributes to the preservation of peace and protection of life and property by patrolling an assigned area primarily by car, and occasionally on foot, bicycle and motorcycle. Responds to a wide variety of calls and complaints involving automobile accidents, burglaries, theft, robberies, domestic disturbances, assaults and other misdemeanors and felonies.
- Contributes to the apprehension of criminal suspects by conducting preliminary and follow-up investigations, This would involve contacting and interviewing witnesses and victims of a crime; photographing a crime scene; dusting for latent fingerprints; and collecting other evidence and preserving the chain of evidence. The position prepares criminal investigation reports and testifies in court.
- Contributes to the smooth and safe movement of traffic on City streets by performing traffic and parking enforcement functions. This would include observing traffic movement, operating radar speed detection units, directing traffic, and issuing traffic citations.

- Contributes to understanding the cause of traffic accidents by conducting accident investigations. Attempts to determine the cause (driver error or mechanical failure) of the accident.
- Contributes to the enforcement of City laws and ordinances by apprehending violators. The subduing and arresting of violators could range from simply advising the suspect that he/she is under arrest to a physical confrontation involving the use of force up to and including the use of a firearm. Once the suspect is in custody, a complete booking procedure will be followed.
- Contributes to the prevention of crime by giving talks; maintaining a high degree of visibility. This involves knowing the layout of City streets; extensive knowledge of federal, state, and municipal law; patrolling key problem areas, and knowing the routines of the City and its citizens in order to identify unusual or abnormal activities.
- Contributes to a favorable image of the Department.
- Performs various other duties as assigned, including the transportation of prisoners to county jails, and serving misdemeanor and felony warrants for arrest.

Peripheral Duties:

- Crime scene and accident investigation follow-up
- Parking enforcement, giving talks, providing citizens with information, serving warrants
- Working at a desk, working at a computer terminal
- Working special assignments, detective, crime prevention, training officer, SWAT team, or gang unit

Working Conditions:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

While performing the duties of this job, the employee is regularly required to sit and use hands to finger, handle, or feel objects, tools, or controls. The employee frequently is required to talk or hear. The employee is required to stand, walk, reach with hands and arms; and stoop, kneel, crouch, or crawl.

Duties are primarily performed in a patrol vehicle in a variety of weather conditions where traffic control can be potentially dangerous. The employee is required to work in a sitting position for eight to ten hours a day while operating a patrol vehicle.

Contact with irate and combative citizens may occur. Must be able to occasionally lift and move objects weighing up to 100 pounds and to physically and verbally respond appropriately to combative citizens. Must have the physical ability and willingness to affect an arrest or restrain a hostile prisoner.

Specific vision abilities required by this job include close vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

Employees must be able to perform multiple work tasks at the same time, perform well with frequent interruptions, and tolerate a fairly high level of stress.

The noise level in the work environment is usually moderate.

This is a Civil Service position.

QUALIFICATIONS:

Skills and Abilities Required:

- Must have, or be able to attain a good working knowledge of City of Mukilteo laws.
- Must have good written and verbal communication skills
- Ability to deal with the public in a fair and equal manner
- Must be able to operate motor vehicle and be able to exit the vehicle quickly to affect an arrest
- Ability to participate in the use of physical force and training for such on a continuing basis

Minimum Qualifications:

- Must be a U.S. Citizen **or** a lawfully permanent resident
 - At least 21 years old at time of application
 - Possess a current and valid driver's license and when hired, obtain a State of Washington driver's license within 30 days, with a driving record acceptable to the City
 - Be able to read and write the English language at a skill level commensurate with general law enforcement duties and responsibilities
 - Possess a minimum of a high school diploma or G.E.D. equivalency
 - Pass job related performance aptitude and physical ability tests
- Basic Certification by the Washington Criminal Justice Training Commission and Washington State Peace Officer Certification or graduate of another state's municipal or regional Basic Law Enforcement training academy or equivalent as accepted by the Washington State Criminal Justice Training Commission and certification as a State Peace Officer.
 - Candidates who are certified as a full-time, commissioned law enforcement officer in a state other than Washington will be required to attain certification as a peace officer by the Washington State Criminal Justice Training Commission within one year of hire.
 - Have been active in civilian law enforcement in the previous 24 months
 - Have completed a law enforcement agency probationary period
- Successful accomplishment of oral, psychological, and truth detection examinations.
 - Satisfactorily pass examinations by licensed healthcare providers to ensure that no physical, emotional, sensory, or mental conditions exist which could adversely affect performance of duties, including a drug screen.
 - Driving history free of conduct or record of violations that show a disregard for the safe and effective operation of motor vehicles.
 - Criminal record free of any convictions which relate to fitness to perform the job of Police Officer.
 - No felony convictions.
 - Other requirements identified by the Mukilteo Civil Service Commission Rules and Regulations.

SUPPLEMENTAL INFORMATION:

The City of Mukilteo is an Equal Employment Opportunity (EEO) employer.
Accommodations for individuals with disabilities are provided upon request.

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

Position #2019-Police Officer (Lateral)
POLICE OFFICER - LATERAL (\$15,000 HIRING INCENTIVE)
SH

11930 Cyrus Way
Mukilteo, WA 98275
425-263-8003
425-263-8000

shoppe@mukilteowa.gov

Police Officer - Lateral (\$15,000 Hiring Incentive) Supplemental Questionnaire

- * 1. If you are not currently a Washington State resident or will you become a Washington State resident by the time of hire?
- Yes No
- * 2. Do you possess a current and valid driver's license and a good driving record?
- Yes No
- * 3. Are you able to read and write the English language at a skill level commensurate with general law enforcement duties and responsibilities?
- Yes No

- * 4. Have you graduated from the Washington Criminal Justice Training Academy or equivalent?
 Yes No

- * 5. If you have **not** graduated from the Washington State Criminal Justice Training Commission, provide the name, address, dates of attendance, date of graduation, and certification received from an equivalent State criminal justice training commission. Enter "N/A" if you answered 'Yes' to question 6.

- * 6. You are required to submit a copy of proof of completion of a criminal justice training academy. Have you attached proof of completion?
 Yes No

- * 7. Have you successfully completed a probationary period with a law enforcement agency?
 Yes No

- * 8. With what agency have you successfully completed a probationary period?

- * 9. Have you been active in civilian law enforcement in the previous 24 months?
 Yes No

- * 10. Are you currently employed in a sworn police officer position or do you have an active commission?
 Yes No

- * 11. If you are currently in a sworn police officer position or have an active commission, provide the name of the agency with whom you have a commission.

- * 12. Do you have 24 months of experience as a paid, full-time law enforcement officer with a civilian law enforcement agency within the last 36 months?
 Yes No

- * 13. If you have 24 months of experience as a paid, full-time law enforcement officer with a civilian law enforcement agency within the last 36 months, identify the name and address of the agency and the dates of employment.

- * Required Question