



Lateral Deputy Sheriff

DEPARTMENT: KCSO - Sheriff's Office
DIVISION: Patrol Operations
SALARY: \$35.29 - \$49.41 Hourly
\$73,403.20 - \$102,772.80 Annually
LOCATION: Multiple locations in King County
JOB TYPE: Civil Service, Full Time, 40/hrs Wk
CLOSING DATE: Continuous

SUMMARY:



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.

NEW LATERAL HIRING INCENTIVE PAY

\$15,000 for lateral candidates; receive \$5,000 on your first paycheck and \$10,000 when you pass probation, with a three year commitment. Any questions please reach out to our recruiter at: kcsorec@kingcounty.gov

KCSO Deputy [Benefits](#) includes:

- 100% employer paid premiums for medical, dental and vision for you and your dependents.
- Take-home car upon swearing in and qualifying with your weapon
- Liberal accrual of compensation time

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, Marc Alvarado, at 206-263-6896, marc.alvarado@kingcounty.gov

KCSO Recruiting Department: 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 (no jail service required). Our deputies gain a strong sense of ownership in their communities by interacting with the residents, business owners, and visitors in the area. Job duties include but are not limited to:

- Patrol a designated area of the county, assisting persons in trouble and rendering other public safety services as needed.
- Respond to calls of service and take action as the situation requires, such as securing the scene, interviewing victims and witnesses, securing and gathering evidence, completing incident and arrest reports, investigating persons suspected of being engaged in crime.
- Investigate family disputes, reports of maltreatment of children, and complaints about persons with social or behavioral problems. Required action includes taking principals into custody or referring them to appropriate agencies, such as juvenile and medical authorities.
- Complete administrative tasks, such as report writing, on time and with attention to detail and accuracy.
- Testify in court including presenting facts and observations accurately and objectively and attesting to chain-of-custody in evidence handling.
- Participate in community policing activities and serve as a resource to the community.
- Perform related work as required, including assignments in administrative, investigative and special operations units.

EXPERIENCE, QUALIFICATIONS, KNOWLEDGE, SKILLS:

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)

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.

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.

SUPPLEMENTAL INFORMATION:

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.

COVID-19 Vaccination Requirement

King County Executive Branch employees are required to be fully vaccinated against COVID-19. If you are the successful candidate for the position you applied for, the County will send you a conditional offer letter.

As a condition of employment, prior to a final offer of employment, you will be required to:

- submit proof of vaccination, or
- have an approved request for medical or religious exemption and an approved accommodation. Philosophical, political, scientific, or sociological objections to vaccination will not be considered for an exemption or accommodation.

People are considered fully vaccinated against COVID-19 two weeks after receiving the final dose of a vaccination approved by the Center for Disease Control and Prevention (CDC).

The Executive Branch includes employees in the Executive branch, the Assessor's Office, Elections, the King County Sheriff's Office, and the Executive Office.

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 the recruiter listed on this job announcement.

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

Job #2022MA15904
LATERAL DEPUTY SHERIFF
BM

King County Administration Bldg.
500 4th Ave. Rm. 553
Seattle, WA 98104
206-477-3404

bmark@kingcounty.gov

An Equal Opportunity Employer

Lateral Deputy Sheriff Supplemental Questionnaire

- * 1. You must be a current US Citizen or **Legal Permanent Resident** to apply for civil service positions with the King County Sheriff's Office. Are you now a United States citizen?
 Yes
 No
- * 2. Can you read, write and speak the English language?
 Yes
 No
- * 3. *The background of all King County Sheriff's Office employees and applicants are thoroughly checked.* The required **background investigation** will review and evaluate driving records, criminal records, criminal behavior, employment histories, military records, personal and employment references, and related information. Candidates who pass the initial background investigation will be required to complete a polygraph, medical and psychological exam. **Are you willing to undergo a background investigation and polygraph and psychological examination as part of the employment process?**
 Yes No
- * 4. Do you meet any of the automatic disqualifiers pertaining to **DRUGS**:
•As an adult, convicted of any felony drug crime
•Any use of heroin or methamphetamines
•Any possession or use of GHB (gamma-hydroxybutyrate) or any other "date rape" drug (includes, but not limited to; Ketamine or Rohypnol), including giving it to others
•Any use of illegal drugs within three (3) years of application (other than juvenile or one-time experimentation). Illegal drugs include but are not limited to; cocaine, ecstasy, molly, MDMA (club drugs), spice, mushrooms, or Khat, or illegal use of prescription drugs (including steroids).
•Illegal use of four (4) or more different controlled substances as an adult within the past ten (10) years
•Any instance of manufacturing or cultivating illegal drugs for the purpose of sale or distribution
•Use of any illegal drugs while employed in a criminal justice capacity
•Obtaining a prescription under false pretenses
•Any instance of illegally using a drug after applying to any Law Enforcement agency
•Marijuana use will be evaluated on a case-by-case basis; however, to increase the likelihood of continuing in the hiring and

background process, an applicant should not have used marijuana in the last 12 months

Yes No

- * 5. **If you answered "yes" to the above, please explain.** *N/A if you answered "No"*
- * 6. Do you meet any of the automatic disqualifiers pertaining to **DRIVING**:
 - Conviction of Driving/Physical Control Under the Influence within the last three (3) years
 - Conviction of Driving/Physical Control Under the Influence more than once will be evaluated on a case-by-case basis
 - As an adult, conviction of Attempting to Elude, or Hit and Run
 - As an adult, conviction of Reckless or Negligent Driving 1st degree in the last three (3) years
 - Driving While License Suspended/Revoked, convictions are reviewed on a case-by-case basis

Yes No
- * 7. **If you answered "yes" to the above, please explain.** *N/A if you answered "No"*
- * 8. Do you meet any of the automatic disqualifiers pertaining to **CRIMINAL ACTIVITY**:
 - Any adult felony convictions
 - Any adult misdemeanor conviction for crimes involving theft, violence, or crimes of dishonesty (including, but not limited to, perjury, forgery, impersonation, bribery, witness intimidation/tampering, or tampering with evidence)
 - All other misdemeanor convictions as an adult within the last three (3) years
 - Any conviction for a sex-related crime, including crimes involving a minor or individual with a disability, including pornography
 - Any instance of required registration as a sex offender, regardless of conviction status
 - Any conviction for animal cruelty as defined by RCW 16.52.205
 - Any conviction for a violation of a court No-Contact, Protection, or Harassment Order
 - Any candidate currently named as a Respondent in any No-Contact, Protection, or Harassment DV Order

Yes No
- * 9. **If you answered "yes" to the above, please explain.** *N/A if you answered "No"*
- * 10. Do you meet any of the automatic disqualifiers pertaining to **DOMESTIC VIOLENCE**:
Any conviction for any crime classified as a Domestic Violence offense

Yes No
- * 11. **If you answered "yes" to the above, please explain.** *N/A if you answered "No"*
- * 12. Do you meet any of the automatic disqualifiers pertaining to **MILITARY**: A dishonorable discharge

Yes No

* Required Question