



## **Continuous Openings**

### **City of Fife Police Department**

James M. Paulson Criminal Justice Center– 3737 Pacific Highway E. Fife, WA

## **ENTRY-LEVEL/LATERAL POLICE OFFICER**

Are you up for a challenge? Make what you do each day impactful, rewarding, and meaningful. Join our team and discover an approachable, dedicated, and community-centered culture. Thrive as you solve the unique and evolving challenges Fife has to offer. Work every day under the scenic Mount Rainier and adjacent to the Port of Tacoma on Puget Sound in this integral business hub with its blossoming residential community just shy of 11,000 citizens and 1,000 businesses. We approach our city's unique needs with open minds and an industrious nature. We impact our community on a personal level, growing and honoring the trust of the citizens.

Build your career with Fife. Career development is a department priority. We offer exceptional ongoing training as well as specialty assignments such as Tactical Response Operator/Negotiator, Detectives, Field Training Officer, Honor Guard, Certified Technical Collision Investigator, Certified Collision Reconstructionist, Command Vehicle Operator, Officer-In-Charge, and opportunities as a department instructor. Though Fife is geographically small, there is no shortage of opportunities for growth.

### **Competitive Pay and Benefits**

**Annual Salary:** \$77,467.20 - \$101,430.72

**Longevity:** Offered after 7 years of service and starts at 3% per monthly salary.

**Medical/Dental/Vision:** The City pays 97% of the medical insurance premiums and 96% of dental and vision premiums for employees and their dependents. The City also contributes to a VEBA or HSA.

**Time Off:** After one year of continuous service, a full-time employee is granted 96 hours of vacation, and 8 additional hours of vacation for every completed year of continuous service thereafter up to a maximum of 240 hours of vacation per year. Employees are granted up to 13 working days off without loss of pay as holidays. Sick leave for injury or illness is accrued at the rate of 8 hours per month up to 96 hours each year.

**Work Schedule:** Patrol Officers have the ability to work on a 10 or 12-hour shift schedule with shift differential pay for officers working graveyard shift.

**Uniforms and Equipment:** New hire officers are issued all uniforms and equipment by the Department. Full-Time Commissioned Officers thereafter receive an annual uniform allowance, up to \$1,500.

**Education Incentive:** Officers who possess an AA/AAS degree will receive a \$125 per month incentive. Officers who possess a qualifying BA degree receive a \$200 per month incentive. Officers who possess a qualifying MA degree receive a \$270 per month incentive

**Bilingual Incentive:** Premium pay available for eligible Officers

**Retirement:** Commissioned officers work under Washington State's LEOFF 2 Retirement System.

**Deferred Compensation:** The City provides matching contribution funds each month with continued increases to 2023.

**Vehicle:** Officers participate in a take-home vehicle program.

**Essential Duties:**

- Provide a variety of pro-active police protection and other services to enforce the laws and ordinances of Fife and safeguard the lives, property, and constitutional rights of citizens.
- Drive patrol vehicle in an assigned area, observing for conditions and activities in which there appears to be potential or actual harm to persons or property, disruption of public order, or any other violation of law.
- Respond to observed or reported suspected or actual harmful or illegal conditions or activities through investigating activities or taking appropriate action required for preventing, subduing, or alleviating such conditions or activities.
- Prepare formal descriptive reports of, and provide testimony about potentially, suspected, or actually harmful or illegal conditions or activities, and of actions taken in response to such conditions or activities, for use by the department, attorneys and other public agencies; complete a variety of forms, and issue citations as appropriate.
- Provide direction or information to individuals or groups for the purpose of preventing, subduing or alleviating harmful, dangerous or illegal situations.
- Apprehend traffic violators, issuing citations, warnings, and drug and alcohol testing activities; transport, process and book offenders according to established procedures.
- Respond to a wide variety of calls from citizens in need of first aid, information and general assistance; provide first aid, CPR and rescue services at crime scenes, accidents and other emergency situations.
- Communicate with other City personnel, law enforcement agencies, and health care providers to coordinate efforts, resolve problems and exchange information.
- Utilize and maintain a variety of specialized equipment such as firearms, police vehicles, radios, baton, handcuffs, flares, breath testing equipment, and others according to established procedures; maintain proficiency in driving and the use of firearms; operate a computer as assigned.
- Testify in Court concerning investigations conducted and arrests made in the course of assigned duties.
- Participate in various in-service training programs and conduct law enforcement classes in schools and other community groups as directed.

**Qualifications:**

Graduation from high school or equivalent

Minimum of two (2) years satisfactory performance in a similar position within the last 24 months

Minimum age 21 years

Citizen of the United States with a valid Washington State Driver's License

Graduate of a state or regional Basic Law Enforcement Academy (BLEA) or equivalent, as accepted by the Washington State Criminal Justice Training Center (WSCJTC). Successful completion of the Basic Law Enforcement Equivalency Academy required as a condition of employment.

Submit to a polygraph test, psychological exam, background, medical exam, and a financial review.

Must be without pending or prior convictions of domestic violence, felony convictions, and no disqualifying misdemeanor convictions

Valid CPR and First Aid certifications

**To Apply:**

Applications for Lateral Officers can be obtained online at <http://cityoffife.org/jobline>.

Public Safety Testing administers our written and physical ability examinations for Entry-Level Officers. Please visit their website at [www.PublicSafetyTesting.com](http://www.PublicSafetyTesting.com) to apply for this position.

For more information please contact the Human Resources Department at [humanresources@cityoffife.org](mailto:humanresources@cityoffife.org).