



CITY OF BELLINGHAM
invites applications for the position of:

Lateral Police Officer

SALARY: \$28.88 - \$39.37 Hourly
\$5,005.00 - \$6,824.00 Monthly
\$60,060.00 - \$81,888.00 Annually

OPENING DATE: 11/27/13

CLOSING DATE: 12/13/13 05:00 PM

NATURE OF WORK:

****You are encouraged to print a copy of this job announcement for your reference as the process moves along****

Police Officers enforce state and municipal laws, protect life and property, prevent and deter crime, protect the rights of all citizens and preserve the public peace. The duties of this position consist of patrol activities, inspecting and reporting violations of the law, community policing, apprehending violators and giving immediate assistance to citizens in emergency situations where the security of lives and/or property may be endangered. Officers work a unique shift called 10/40, consisting of 10 hr. 40 minutes per day. Officers work the following schedule: 5 days on, 4 days off, 5 days on, 5 days off. More information on this shift schedule will be provided during the interview stage of the process.

Benefits include health, dental, vision, and prescription drug coverage for employee, spouse and dependents. Employees receive vacation, sick leave, retirement and deferred compensation benefits and 12 paid holidays each year. Police Guild membership is required within thirty days of hire.

Working Environment:

Work is performed both indoors and outdoors in any and all property existing in the City of Bellingham and its environs. This involves working in a variety of environmental conditions and may require: walking, sitting or standing for long periods; running, climbing, jumping, or physical exertion in inclement weather; physical agility in slippery conditions, mountainous or uneven terrain, or in water. Officers work in unaccompanied automobile, motorcycle, bicycle or on foot patrol, maintaining contact with the dispatch center. There is exposure to high-risk situations which require emergency response procedures such as the use of masks, gloves, etc. to prevent contact with infectious diseases; and the use of protective clothing, equipment, firearms and other gear. While in uniform and/or driving a police vehicle, the Police Officer will not be allowed to use or display any tobacco product. Officers work rotating shifts including evenings, weekends and holidays.

EXPERIENCE AND TRAINING:

- Two years (90 quarter hours/60 semester hours) of course work at an accredited college.
- Bilingual proficiency highly desirable.
- Must have twenty-four (24) months of full-time paid duty as a sworn officer in a state or local civilian government jurisdiction providing general law enforcement services and be in said position at the time of application, or retain active commission.

NECESSARY SPECIAL REQUIREMENTS:

Must pass a thorough employment reference and background investigation.

- Must pass a FBI records check and a polygraph examination.
- Must pass a psychological and general medical evaluation.
- Must pass a pre-employment drug test.
- Lateral applicants currently employed and meeting physical standards as police officers in another jurisdiction are accepted as able to meet the physical requirements of the job.
- Possession of, or ability to obtain, Red Cross certification for Infant/Child and Adult CPR and Standard First Aid.
- Valid Washington State driver's license by time of hire and good driving record. A Three-year driving abstract must be submitted prior to hire, with periodic submission of driving abstract per City policy.
- Attainment of the age of 21 years.
- U.S. citizenship. Washington State residency by time of hire.
- A standard 12-month Civil Service probationary period applies for lateral hires.
- No record of felony convictions.

Misdemeanor convictions will also be reviewed. A misdemeanor conviction will not necessarily disqualify an applicant but offenses, by their nature and recentness, may reveal a lack of specific qualifications for this position.

PLEASE NOTE: Failure to meet the following qualifications on the medical exam is reason for rejection:

Uncorrected vision in either eye of 20/100 or better.
Vision able to be corrected to 20/20 in the better eye and 20/30 in the lesser eye.
Defective color vision or depth perception.

NOTE: The urinalysis drug screen, background investigation and polygraph examination includes a review of illegal drug use. A history of using illegal drugs, considering the nature and recentness of these offenses, may be grounds for disqualification for this position.

SELECTION PROCESS:

As part of the application, submit a cover letter addressing these questions:

- What experiences, skills and traits qualify you for this position?
- Why does the City of Bellingham's mission and service to the community appeal to you?

Candidates must also submit a resume.

Application materials are initially reviewed for minimum qualifications and a standard degree of completeness. Candidates must provide specific, detailed information so an initial determination can be made regarding your level of qualifications for this position. If you do not provide adequate responses in your application materials to determine qualifications, the application will be rejected as "reviewed, not selected for additional assessment".

An application and experience review of those who meet the basic requirements will be reviewed and scored. Updated applicant status will be available on or around the week of January 13, 2014.

Status updates and final scores and ranks will be provided via email. Please be sure to check your email frequently.

Candidates will then be referred to the department for further review.

APPLICATIONS MAY BE FILED ONLINE AT:
<http://www.cob.org/employment>

210 Lottie Street
Bellingham, WA 98225

Position #201300086
LATERAL POLICE OFFICER
AS

360-778-8228 

hr@cob.org

Lateral Police Officer Supplemental Questionnaire

- * 1. As part of your application, please submit a cover letter addressing these questions. What experiences, skills and traits qualify you for this position? Why does the City of Bellingham's mission and service to the community appeal to you? Have you attached your cover letter?
 - Yes, it is attached for further review.
 - No, I understand my application will not be considered.
 - * 2. As part of the application, please attach your resume. Have you attached your resume?
 - Yes, it is attached for further review.
 - No, I understand my application will not be considered.
 - * 3. Have you completed two years (90 quarter hours/60 semester hours) of course work at an accredited college? If yes, please state the school, list dates of attendance and the number of credits received.
 - * 4. Do you have twenty-four (24) months of full time paid duty as a sworn police officer in a state or local civilian governmental jurisdiction providing general law enforcement services?
 - Yes
 - No
 - * 5. Are you currently in an sworn police officer position or do you have an active commission?
 - Yes
 - No
 - * 6. Will you be at least 21 years of age by January 31, 2014?
 - Yes
 - No
 - * 7. Do you have any record of felony convictions?
 - Yes
 - No
 - * 8. Do you have any record of misdemeanor convictions?
 - Yes
 - No
 - 9. If you answered "YES" to question 6 or 7, please explain and include the disposition of the case:
 - Pled guilty
 - Found guilty
 - Probationary period required
 - Probationary period NOT required
 - Currently on probation
- NOTE: Misdemeanor convictions will not necessarily bar you from employment, but offenses may, by their nature and recentness, reveal a lack of specific qualifications necessary for this position.
- * 10. Do you have or are you willing to obtain a valid Washington State Driver's license and 3 year driving history by time of hire?
 - Yes
 - No

- * 11. If you are not currently a Washington State resident, are you willing to become a Washington State resident by the time of hire?
- Yes
- No
12. Describe any formal training, other than your basic law enforcement academy, that has helped you to become a better police officer. Include any certifications that you have received.
13. Describe your experience working in work assignments or divisions outside of patrol. What have been your biggest successes and biggest challenges?
14. What do you believe to be the role of a police officer in the community? Describe a situation where you handled a specific community problem using a community policing oriented approach. What specific steps did you use to solve the problem.
15. Describe your community involvement outside of your job. Specifically describe any volunteer service work you have done within the last three years.

* Required Question