City of Arlington, Washington

invites applications for position of

LATERAL POLICE OFFICER

Salary Range $4,724 - $5,947 per month
plus excellent benefits package

Continuous Posting

www.arlingtonwa.gov

Apply by April 3, 2015 to participate in the next oral board examination

City of Arlington Police Department
110 E. 3rd St.
Arlington, WA 98223
(360) 403-3400

The Department

The Arlington Police Department is committed to providing excellent service in partnership with our citizens to maintain a safe and secure community.

We do this by responding to requests for service 24 hours a day with a team of excellent employees and using policies and procedures that meet state and national accreditation standards. We operate a police station during normal business hours to provide information and assist the community.

The Position

Police Officers are under close initial direction until proficiency has been demonstrated. Individuals classified as Police Officer perform assigned patrol functions necessary to maintain public peace and order, protect life and property, prevent crime, apprehend suspected violators of the law, and otherwise ensure enforcement of State laws and City ordinances under the jurisdiction of the office of the Chief of Police.

When initially assigned to this classification, individuals will normally perform patrol duties and work directly with an experienced officer while gaining proficiency and learning procedures. To successfully complete probation, individuals will be expected to perform satisfactorily and independently regular patrol duties subject to close supervision and direction from employees of higher classification.

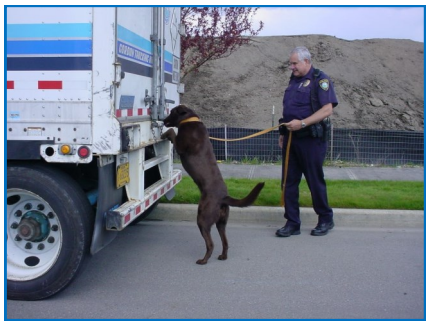
Upon completion of probation, officers are expected to perform conscientiously, proficiently and independently any and all patrol assignments and duties. Officers are responsible for recognizing the importance placed on law enforcement activities by the public and for tactful and courteous treatment of citizens. They are also responsible for the proper care and use of an assigned police patrol car and other assigned equipment of the Police Department.

Work involves the potential for personal injury and officers must be able to act without supervision and to exercise independent judgment and discretion in the proper handling of emergencies.

Patrol assignments are normally performed in accordance with department policies, rules, standard practices and established precedent, with matters requiring deviation normally referred to next higher command level for decision and direction.

Benefits

- Comprehensive medical, dental, vision and life insurance plans with Health Reimbursement Arrangement (HRA)
- LEOFF II Washington State Dept. of Retirement System
- 3-day weekends every other week for patrol officers
- 144 hours of holiday pay per year for patrol officers
- Rotating shifts every six months
- Sick and vacation leave
- Specialty assignments and pay: Detective, School Resources Officer, Airport Resource Officer/K-9, PRO-ACT team, Firearms Instructor/Armorer, Field Training Officer, Defensive Tactics Instructor, Detective Sergeant
- Longevity pay (2%-8%)
- Education incentive pay (2%-6%)



Minimum Qualifications at Time of Appointment

- Must be at least twenty-one (21) years of age.
- Must be a United States citizen.
- High school graduate or GED
- 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.
- Employment for twelve of the past thirty-six months as a full-time, paid general authority law enforcement officer as defined in the RCW in a civilian governmental jurisdiction, and successful completion of that agency's probationary program.
- 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.
- Successful accomplishment of written, oral, psychological, and truth detection examinations.
- Satisfactorily pass examinations by licensed health care 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.

How to Apply:

- Complete City of Arlington Application for Employment and include:
  - Cover letter
  - Resume
  - Proof of high school graduation or GED
  - Driver abstract from Department of Licensing for past five years (Washington state or current state of residence)
  - Proof of Washington State Peace Officer Certification
  - Proof of completion of Basic Law Enforcement Academy or other State's equivalent
  - Veteran's Scoring Certification (if applicable)
  - Copy of DD-214 if applying for Veteran's Scoring (if applicable)

Submit application and enclosures to:
City of Arlington
Human Resources Department
238 N Olympic Ave
Arlington, WA 98223

You may submit your application in person, by fax (360-403-4605) or emailed to hr@arlingtonwa.gov.

The eligibility list is a continuous listing with oral board interviews conducted on an as-needed basis.

*** Please see the attached document related to disqualifying background issues.**

Applicants who meet all requirements may be invited to participate in further testing:

- Oral Board Interview (70% to pass): TBD

Successful candidates will then be merged onto a continuous testing eligibility list for the position of Lateral Police Officer.

CITY OF ARLINGTON
238 N. Olympic Ave.
Arlington, WA 98223
(360) 403-3421

POSITION APPLYING FOR:

LATERAL LEVEL POLICE OFFICER

FOR INTERNAL USE ONLY:

APPLICATION FOR EMPLOYMENT

The City of Arlington is an Equal Opportunity Employer and does not discriminate on the basis of race, sex, age, color, religion, national origin, marital status, disability status, or any other basis prohibited by federal, state or local law.

CHECK JOB ANNOUNCEMENT. IF SUPPLEMENTAL QUESTIONNAIRE IS REQUIRED, ATTACH IT TO YOUR APPLICATION. AN INCOMPLETE APPLICATION MAY DISQUALIFY YOU.

NAME: _____ **TODAY'S DATE:** _____
Last, First, Middle

ADDRESS: _____ **CITY:** _____ **STATE:** _____ **ZIP:** _____

TELEPHONE: HOME: ( )_____ **WORK: ( )**_____

EMAIL: _____

ARE YOU OVER THE AGE OF 21? ◯ **YES** ◯ **NO**

ARE YOU PREVENTED BY VISA OR IMMIGRATION STATUS FROM LAWFULLY WORKING IN THE UNITED STATES?
◯ **YES** ◯ **NO**
(Documentation of authorization to work in the U.S. will be required if an offer of employment is made and accepted.)

DO YOU POSSESS A VALID DRIVER'S LICENSE? ◯ **YES** ◯ **NO**

DO YOU WISH TO CLAIM VETERAN'S PREFERENCE? (Competitive examinations only. If claiming, must attach Form DD 214.)
◯ **YES** ◯ **NO**

ARE YOU CURRENTLY EMPLOYED? ◯ **YES** ◯ **NO**

EDUCATION:

TYPE OF SCHOOL	SCHOOL & LOCATION	MAJOR COURSE	DEGREE
HIGH SCHOOL OR G.E.D.			
BUSINESS OR TECH			
UNDERGRADUATE AND GRADUATE STUDIES			
OTHER COURSES AND TRAINING			

SPECIALZED SKILLS AND ADDITIONAL INFORMATION: (Attach additional pages if more space is needed)

LIST SPECIAL SKILLS AND PROFESSIONAL LICENSES:

LIST COMPUTER HARDWARE USED – INDICATE THE TYPE AND YOUR PROFICIENCY	LIST COMPUTER SOFTWARE USED – INDICATE THE NAMES OF THE PROGRAMS AND YOUR PROFICIENCY

OTHER QUALIFICATIONS: Summarize special job-related skills and qualifications acquired from employment or other experience that may help you meet the requirements to perform the duties of the job for which you are applying.

WORK HISTORY: **Beginning with your present or most recent employment, list your work/experience history for the last ten years, or experience prior to that time, which is directly related to the position for which you are applying. Attach additional sheets as necessary. Be sure to include any non-paid experience that is related to the job for which you are applying. COMPLETE THE FOLLOWING SECTIONS EVEN IF YOU ARE SUBMITTING A RESUME IN ADDITION TO THIS APPLICATION. AN INCOMPLETE APPLICATION MAY DISQUALIFY YOU.**

1) EMPLOYER NAME:		
ADDRESS:		
PHONE : ( )	FROM:	TO:
YOUR TITLE:	SUPERVISOR:	
STARTING RATE/SALARY:	FINAL RATE/SALARY:	
PRIMARY DUTIES:		
REASON FOR LEAVING:		

2) EMPLOYER NAME:		
ADDRESS:		
PHONE : ( )	FROM:	TO:
YOUR TITLE:	SUPERVISOR:	
STARTING RATE/SALARY:	FINAL RATE/SALARY:	
PRIMARY DUTIES:		
REASON FOR LEAVING:		

3) EMPLOYER NAME:		
ADDRESS:		
PHONE : ( )	FROM:	TO:
YOUR TITLE:	SUPERVISOR:	
STARTING RATE/SALARY:	FINAL RATE/SALARY:	
PRIMARY DUTIES:		
REASON FOR LEAVING:		

4) EMPLOYER NAME:		
ADDRESS:		
PHONE : ( )	FROM:	TO:
YOUR TITLE:	SUPERVISOR:	
STARTING RATE/SALARY:	FINAL RATE/SALARY:	
PRIMARY DUTIES:		
REASON FOR LEAVING:		

Note to applicants: DO NOT ANSWER THIS QUESTION UNLESS YOU HAVE BEEN INFORMED ABOUT THE REQUIREMENTS OF THE JOB FOR WHICH YOU ARE APPLYING: Are you capable of performing in a reasonable manner, with or without reasonable accommodation, the activities involved in the job or occupation for which you have applied? (A description of the activities in such a job or occupation is attached). ◯ **YES** ◯ **NO**

The City of Arlington is mindful of its obligation to employ qualified persons and its entitlement under law to consider an applicant's conviction record as it relates to job performance. A CONVICTION RECORD WILL NOT DISQUALIFY YOU FOR EMPLOYMENT UNLESS SUCH RECORD WOULD REASONABLY AFFECT YOUR FITNESS FOR THE JOB FOR WHICH YOU HAVE APPLIED.

Have you been convicted of a felony or released from prison within the last ten years, or have you been convicted of a misdemeanor other than minor traffic offenses within the past three years? ◯ **YES** ◯ **NO** If yes, please explain:

Accuracy of Information. I certify that the information in this application is correct to the best of my knowledge. I understand that any misrepresentation or omission of any fact in my application, resume, or any other materials, or during interviews is grounds for disqualification from further consideration for employment, or for termination if employed.

Information Release. I authorize the City of Arlington to contact any company, institution, or individual it deems appropriate to investigate my employment history, character, qualifications, driving record, and other job-related information. I give my full consent for all contacted persons, including former employers, to provide the information concerning this application. Further, I waive my right to bring a claim against these individuals for any damages arising from furnishing the requested information to the City of Arlington. I also release the City of Arlington from all liability that might result from checking such references.

Drug Testing. A post-offer drug and/or physical examination may be required. I understand that, as allowed by the Americans with Disabilities Act, any offer of employment may be withdrawn if I test positive for drugs and/or if a condition is discovered which does not permit me to perform the essential functions of the job and for which no reasonable accommodation can be made.

Application Status. I understand that this application is current for only 60 days. At the conclusion of this time, if I have not heard from the City of Arlington and still wish to be considered for employment, it will be necessary to fill out a new application.

AT-WILL EMPLOYMENT. I UNDERSTAND THAT IF I AM HIRED, MY EMPLOYMENT AT THE CITY OF ARLINGTON IS "AT-WILL" AND MAY BE TERMINATED BY ME OR BY THE CITY OF ARLINGTON AT ANY TIME FOR ANY REASON, WITH OR WITHOUT CAUSE OR NOTICE. I UNDERSTAND THAT NO EMPLOYMENT OFFER IS BEING MADE BY THE CITY OF ARLINGTON AT THIS TIME. I ALSO UNDERSTAND THAT NOTHING IN THIS APPLICATION IS INTENDED TO IMPLY OR CREATE AN EMPLOYMENT CONTRACT AND THAT NO CITY OF ARLINGTON REPRESENTATIVE HAS THE AUTHORITY TO MAKE ANY ASSURANCE TO THE CONTRARY.

Signature: **Date:**

Authorization to Past Employer, School, or Other Institution to Release Information

(Include one Release for each past employer)

I have applied for employment with the City of Arlington. As part of the application process, the City of Arlington conducts a reference check.

I therefore authorize and request that you furnish relevant, job-related information to the City of Arlington and/or its agents in connection with this application.

I release from liability and I agree not to assert any claims or causes of action against all persons, corporations, and organizations supplying this information to the City of Arlington and/or its agents. A photocopy of this authorization is as effective as the original.

Name: _____ Soc Sec #: _____

Dates of Past Employment: From: _____ To: _____

Past Positions Held: _____

Company: _____ Department/Location: _____

If employed under a different name, please provide former name: _____

Signature: _____ Date: _____

AFFIRMATIVE ACTION INFORMATION

Position Applied For: _____ Date Applied: _____

The City of Arlington is committed to providing equal opportunity in all terms, conditions and privileges of employment for all qualified job applicants and employees without regard to race, color, national origin, sex, age, marital status, veteran status, sexual orientation, the presence of disability, or any other characteristic prohibited by law. **Providing this information is voluntary.** If you choose not to answer this question, you will not be subject to any adverse effects. This page will be separated from your application upon receipt.

Gender: ◯ Male ◯ Female

Age: ◯ 18-39 ◯ 40 or more

Ethnicity: ◯ Caucasian ◯ Native American
◯ African American ◯ Hispanic
◯ Asian ◯ Pacific Islander
◯ Other: _____

RECRUITING INFORMATION

The following information is being collected by the City of Arlington for research purposes. Your response is strictly voluntary and will help us to determine the best sources for advertising future employment opportunities. **Providing this information is voluntary.** If you choose not to answer this question, you will not be subject to any adverse effects. This page will be separated from your application upon receipt.

How did you hear about the position you are applying for?

◯ Friend or relative ◯ City website
◯ City employee ◯ City of Arlington TV (Ch. 21)
◯ Newspaper: _____ ◯ Other: _____

CITY OF ARLINGTON JOB DESCRIPTION

Title*: *Lateral Level Police Officer
FLSA, Non-Exempt
Union, Civil Service

Summary

Under close initial direction until proficiency has been demonstrated, individuals classified as Police Officer perform assigned patrol law enforcement work necessary to maintain public peace and order, to protect life and property, to prevent crime, to apprehend suspected violators of the law, and otherwise to ensure enforcement of State laws and City ordinances under the jurisdiction of the office of the Chief of Police.

Scope of Responsibility

Individuals, when initially assigned to this classification, will normally perform street patrol duties and work directly with an experienced officer while gaining proficiency and learning procedures. To successfully complete probation, individuals will be expected to perform satisfactorily the routine and regular patrol duties independently subject to close direction from employees of higher classification.

Upon completion of probation, individuals are expected to perform conscientiously, proficiently and independently any and all patrol assignments and duties of a regular or irregular nature. Responsible for recognizing the importance placed on law enforcement activities by the public and for tactful and courteous treatment of citizens. Responsible for assigned police patrol car and other assigned equipment of the Police Department.

Work involves the potential for personal injury and individuals must be able to act without supervision and to exercise independent judgment and discretion in meeting emergencies.

Patrol assignments are normally performed in accordance with departmental policies, rules, standard practice and established precedent, with matters requiring deviation normally referred to next higher command level for decision of direction.

Performance is reviewed on a continuous basis by departmental superiors through an appraisal of work methods, results achieved, reports, personal inspection and discussion.

Typical Patrol Duties

- Drive a police car to patrol the city. Maintain continual observation of areas patrolled including residential, business, rural and industrial facilities; observe for evidence of illegal activity in progress or which has already occurred or any other irregular activity which indicates need for attention.
- Patrol on foot as necessary to perform job thoroughly. Investigate conditions such as open doors, broken windows, and vehicles parked in suspicious locations.
- Use portable or car-mounted radio transmitters/receivers as necessary to exchange any and all job-related information.

- Enforce motor vehicle operating regulations. Apprehend violators; issue warnings or citations, make arrests or take other action as deemed warranted by the circumstances. As necessary, coordinate such activities with Deputy Sheriffs and/or Washington State Patrol officers in accordance with established policy.
- Operate radar unit to discover speed violations; perform routine radio check of vehicle identification against current stolen vehicles, and identification of violator drivers against outstanding arrest warrants.
- Investigate and assist drivers and pedestrians in difficulty. Resolve such situations or refer to proper authorities.
- Direct traffic during abnormal situations such as accidents, fires or periods of congestion.
- Perform crowd control activities at public gathering as warranted under particular circumstances including dispersal of unruly individuals or groups.
- Develop detailed knowledge of city street system, airport facilities, landmarks, local activities and habits of citizens and suspected or known criminals, and other patterns of public activity.
- Respond to any and all emergency calls, including traffic accidents, public or private altercations, robberies, burglaries, thefts, industrial or home injuries, water accidents and deaths.
- Respond to personally sensitive calls such as family disturbances, missing persons and domestic altercations. Exercise caution relative to personal safety, safety of others at scene; take appropriate steps to calm the parties as necessary to resolve the immediate situation.
- Assess the nature and urgency of the problem upon arrival at scene of call, immediately determine the circumstances and persons in relation to nature of call, whether situation warrants routine or emergency handling, and whether other officers or superior officers should be called to the scene.
- Upon arriving at scene of crime, arrest or detain suspects for probable cause as warranted; take all steps necessary to preserve and control crime scene; may assist in the initial investigation, including interview of victim and witnesses.
- Report to scene of accidents; as necessary, administer first aid; summon medical personnel; control accident scene; interview principals, witnesses; prepare general sketch of accident scene noting details; and, complete standard accident report. Issue citations or make arrests as situation warrants.
- As required, make arrests or detain suspects employing level of physical force necessary only to control individuals as warranted under circumstances; handcuff and search individuals; advise individuals of rights; and transport to County Detention Facility.
- Appear in court as arresting officer to present evidence, facts, details of circumstances, and otherwise testify against persons accused of crimes; respond to questioning and cross-examination from prosecuting and defense attorneys.
- Prepare written reports of sufficient legibility and clarity that others without knowledge of the incident or situation can readily comprehend the facts, and assure that the reports can serve as the basis for subsequent investigations or for court proceedings and testimony; requires narrative writing, noting identifying features, times, places, etc.; must answer the questions “who, what, when, where, how, why”.
- Explain content of law to persons involved in a dispute, describing the process of filing a formal complaint, the extent of law enforcement powers, and the responsibility of citizens to

follow prescribed legal procedures; inform those involved of the law applicable to their situation and their alternatives, or refer to employee of higher classification.

- Transport prisoners for court appearances, medical treatment or for incarceration at County Detention Facility.
- Conduct presentations before school groups and service organizations on law enforcement matters.

Patrol Judgmental Activities

- Read, interpret and enforce applicable laws and ordinances in order to be prepared to quickly determine application of law to any incident encountered.
- In any incident, assess the sensitivity and complexity of the situation to decide expeditiously the course of action to take and whether and at what point it should be turned over to an employee of higher classification.
- Determine when persons being detained in any incident should know why they are detained and are aware of the law or violation; advise accordingly.
- Maintain composure and self-control under varied and adverse physical and/or psychological conditions, such as public harassment or heckling, ridicule, critical injury, situations or death by any cause; carry out official duties in a timely, objective and effective manner.
- Within parameters of departmental policy, develop and apply individual methods and techniques which enhance personal ability to persuade, influence and control individuals of varied backgrounds.
- Maintain continuous alertness to potential "worst case" reaction from any person questioned for violation of law; exercise caution in approaching the individual, be prepared for self-defense or defense of other individuals or property, and apprehend and detain individual when necessary.
- In driving police vehicle in emergency situations, make determination of when to use flashing lights and sirens, and how to drive in relation to own driving ability, weather conditions, traffic density, speed, etc., in order to respond to emergency calls or apprehend offender.
- Determine when and how to use firearms of the appropriate type in any specific situation consistent with departmental policies and procedures.

Minimum Qualification at Time of Initial Appointment

Requires ability to learn to perform thoroughly and accurately the patrol responsibilities as illustrated herein by example. Specifically requires:

- Must be twenty-one (21) years of age.
- Must be United States citizen.
- Successful accomplishment of written, oral, psychological, truth detection, and physical agility tests.
- Satisfactorily pass examinations by licensed health care providers to ensure that no physical, emotional, sensory or mental conditions exist which could adversely affect performance of duties.
- Basic Certification by the Washington Criminal Justice Training Commission (WCJTC); or

Candidates who have been previously certified as a law enforcement officer and can attain certification as a peace officer by the Washington State Criminal Justice Training Commission during their one-year probationary period.

- Successful completion of the agency's probation program; provided that such employment terminated not more than two years from the date of appointment.
- Driving record free of violations which relate to ability to learn the awareness, responsiveness and skill necessary to drive police cars safely and effectively under on-duty conditions.
- Criminal record free of any convictions which relate to fitness to perform the job of Police Officer.
- No felony convictions.
- Ability to satisfactorily complete course work and training including in-service training in methods, procedures and techniques of law enforcement work presented by employees of higher classification in the department or by attendance at special schools.
- Ability to learn principles and techniques of modern crime prevention, investigation, apprehension, rules of evidence and all other aspects of law enforcement.
- Ability to learn to read, interpret and properly apply laws applicable to law enforcement work.
- Ability to acquire skill in the use and care of department approved firearms and the conditions under which they may be employed in accordance with department regulations.
- Ability to physically handle persons resisting arrest which may involve running, tackling, fist fights and wrestling.
- Ability to obtain officially approved standard first-aid certification.
- Ability to express self clearly and concisely in speaking and writing, and legibly in writing or printing.
- Ability to memorize and recall detail, e.g., names, faces, incidents, identification of objects.
- Ability to maintain composure and self-control under adverse conditions, e.g., public harassment, ridicule, critical injuries, death.
- Ability to cope with situations firmly, courteously, tactfully and with respect for the rights of citizens.
- Ability to establish and maintain effective working relationships with other employees.
- Ability to perform duties and maintain personal conduct, attitude and appearance that conform to strict policies, procedures, discipline and within a "chain of command" management system.
- Ability to hold self in readiness at all times to answer calls, accept authority, obey orders of superiors and accept a strict personal and organizational code of conduct and ethics.
- Ability to adjust to a lifestyle that requires working rotating shifts and days of the week, including work on holidays, and being subject to overtime, holdover and call back at any time.
- Ability to maintain balanced perspective about life in general notwithstanding a continuous exposure to the criminal element of society.

The statements contained herein reflect general details as necessary to describe the principal functions of this job, the level of knowledge and skill typically required, and the scope of responsibility, but should not be considered an all-inclusive listing of work requirements. Individuals may perform other duties as assigned including work in other functional areas to cover absences or relief, to equalize peak work periods, or otherwise to balance the work load.

BACKGROUND ISSUES WHICH DISQUALIFY APPLICANTS

To: Employment Applicants Who Apply to the Arlington Police Department

From: Public Safety Director

Subject: ***BACKGROUND ISSUES THAT DISQUALIFY APPLICANTS***

We use the following guidelines for the rejection of applicants that are applying for employment with the Department. However, there may be exceptions on a case-by-case basis. Applicants who fail to completely disclose any of the following at the beginning of the selection process are automatically rejected. Your participation in the selection process begins with your voluntarily participation and this process is very invasive and thorough. Therefore, you should carefully consider this information and weigh this against your personal background. You may voluntarily withdrawal from the hiring process at any time.

The standard is, **"Any behavior that casts a clear doubt or suspicion on the applicant's character, integrity or competency."** Examples that may illustrate this are:

a. During the selection process: Failure to comply with any appointments or deadlines during the hiring process without a reasonable justification; providing false or willfully incomplete information; being evasive or deceptive at any stage in the employment process, or minimizing or exaggerating information; or failure to provide proof of attaining the minimum job requirements.

b. Crimes.
   - Committing a felony crime or any crime of moral turpitude, regardless if convicted, charged or officially reported to a police agency within the past 10 years.
   - Unless otherwise described below, any misdemeanor crime regardless if convicted, charged or reported to a police agency within the past 3 years.
   - Patterns of misdemeanor criminal behavior as an adult or within the past 5 years.

c. Behavior that casts reasonable doubt regarding issues of integrity. For example, falsifying work attendance records, filing false claims, making an intentionally false statement on an official document or employment-related document, cheating or dishonesty.

d. Committing domestic violence that would be considered a misdemeanor regardless if reported to a police within the previous 5 years.

e. Addictive behavior that could reflect poorly on the Police Department or illustrate bad judgment on the part of the applicant. For example: drugs, alcohol, sex, pornography, gambling.

f. Legal inability to own or possess a firearm.

g. Illegal drugs. The use, possession, or sale of controlled substances under these circumstances:
   - Use of marijuana within the past 3 years.
   - Illegal drug use within the past 10 years.
   - Participating in the manufacture, selling, offering to sell, trading for, distribution, or transportation for sale any illegal narcotics or prescription drugs regardless of time frame.
   - Use of illegal drugs while employed in any position of public trust regardless of timeframe.
   - Use of a prescription drug through fraud or deception, regardless of timeframe.
   - Working under the influence of drugs, alcohol or non-prescription drugs within the past 5 years.

h. Driving. Driving history free of conduct or record of violations that show a disregard for the safe and effective operation of motor vehicles.
   Examples are:
   - Within the past 5 years: criminal offenses regardless of being arrested or cited, road rage, 5 or more traffic citations, history of repeated cancelled auto insurance, license was suspended or revoked or 5 or more traffic collisions.
   - Conviction of Driving Under the Influence of Intoxicants within 5 years; this includes receiving a diversion or a plea to lesser charge or two or more convictions regardless of timeframe.

i. Military service. Dishonorable discharge, did not complete enlistment, or not eligible for re-enlistment.

j. Medical. Concerns or problems that might endanger the applicant, fellow employees or citizens, or the inability to perform the essential job functions as described in the job description.

k. Work history that reflects dishonesty, disloyalty, incompetence, instability, dereliction of duty, or inability to get along with supervisors or co-workers, pattern of unexcused absences, involuntarily termination for cause, resignation in lieu of termination, or discipline that is 2 or more formal reprimands.

l. Failure to provide proof of citizenship.

m. Financial affairs that show a history of poor judgment, irresponsibility or refusal to confront problems such as referral to collection agency, property re-possessed or wages garnished.

n. Misrepresentation or ignoring laws such as not paying taxes or using a false address for school tuition purposes.

o. References. People who know the applicant doubt the applicant's honesty, self-discipline, judgment or character.

p. Psychological Fitness.
   - Applicants who are rated by a licensed psychologist as "low average" or lower, or are marginally suited for law enforcement, or who have significant moderate psychological concerns that could present a clear and specific risk to themselves, the public or to other employees within the past year.
   - History of anger or emotional issues that show instability, impulsiveness or could present risks to themselves, the public or to other employees.

VETERAN'S SCORING CERTIFICATION

I HEREBY CERTIFY that I qualify as a veteran under RCW 41.04.005 or RCW 41.04.007 and that I have received an honorable discharge, am actively serving honorably, or I have received a discharge for physical reasons with an honorable record.

Inclusive dates of service with the _____.
(Branch of Service)

From _____to_____.
Month/Date/Year Month/Date/Year

In all competitive examinations, unless otherwise provided in RCW 41.04.010, to determine the qualifications of applicants for public offices, positions, or employment, either the state, and all of its political subdivisions and all municipal corporations, or private companies or agencies contracted with by the state to give the competitive examinations shall give a scoring criteria status to all veterans as defined in RCW 41.04.007, by adding to the passing mark, grade or rating only, based upon a possible rating of one hundred points as perfect a percentage in accordance with the following:

I HEREBY CLAIM: (RWC 41.04.010 Veterans' Scoring Criteria)

_____ Ten percent to a veteran who served during a period of war or in an armed conflict as defined in RCW 41.04.005 and does not receive military retirement. The percentage shall be added to the passing mark, grade, or rating of competitive examinations until the veteran's first appointment. The percentage shall not be utilized in promotional examinations;

_____ Five percent to a veteran who did not serve during a period of war or in an armed conflict as defined in RCW 41.04.005 or is receiving military retirement. The percentage shall be added to the passing mark, grade, or rating of competitive examinations until the veteran's first appointment. The percentage shall not be utilized in promotional examinations;

_____ Five percent to a veteran who was called to active military service from employment with the state or any of its political subdivisions or municipal corporations. The percentage shall be added to promotional examinations until the first promotion only;

* All veterans' scoring criteria may be claimed upon release from active military service.

I CERTIFY the above data to be true to the best of my knowledge and understand that by falsely claiming Veteran's Scoring I subject myself to removal from the register or dismissal from any employment that I might receive from the City of Arlington as a result of this application for Veteran's Scoring. Please attach DD214 to this certification. I realize this certification must be completed each time I request Veteran's Scoring Criteria. I have not previously been appointed to Civil Service based upon my Veteran's Scoring Criteria.

Signature:_____ Date:_____

RCW 41.04.005
"Veteran" defined for certain purposes.
(1) As used in RCW 41.04.005, 41.16.220, 41.20.050, 41.40.170, and *28B.15.380 "veteran" includes every person, who at the time he or she seeks the benefits of RCW 41.04.005, 41.16.220, 41.20.050, 41.40.170, or *28B.15.380 has received an honorable discharge, is actively serving honorably, or received a discharge for physical reasons with an honorable record and who meets at least one of the following criteria:

(a) The person has served between World War I and World War II or during any period of war, as defined in subsection (2) of this section, as either:
(i) A member in any branch of the armed forces of the United States;
(ii) A member of the women's air forces service pilots;
(iii) A U.S. documented merchant mariner with service aboard an oceangoing vessel operated by the war shipping administration, the office of defense transportation, or their agents, from December 7, 1941, through December 31, 1946; or
(iv) A civil service crewmember with service aboard a U.S. army transport service or U.S. naval transportation service vessel in oceangoing service from December 7, 1941, through December 31, 1946; or

(b) The person has received the armed forces expeditionary medal, or marine corps and navy expeditionary medal, for opposed action on foreign soil, for service:
(i) In any branch of the armed forces of the United States; or
(ii) As a member of the women's air forces service pilots. (2) A "period of war" includes:
(a) World War I;
(b) World War II;
(c) The Korean conflict;
(d) The Vietnam era, which means:
(i) The period beginning on February 28, 1961, and ending on May 7, 1975, in the case of a veteran who served in the Republic of Vietnam during that period;
(ii) The period beginning August 5, 1964, and ending on May 7, 1975;
(e) The Persian Gulf War, which was the period beginning August 2, 1990, and ending on the date prescribed by presidential proclamation or law;
(f) The period beginning on the date of any future declaration of war by the congress and ending on the date prescribed by presidential proclamation or concurrent resolution of the congress; and
(g) The following armed conflicts, if the participant was awarded the respective campaign badge or medal: The crisis in Lebanon; the invasion of Grenada; Panama, Operation Just Cause; Somalia, Operation Restore Hope; Haiti, Operation Uphold Democracy; Bosnia, Operation Joint Endeavor; Operation Noble Eagle; southern or central Asia, Operation Enduring Freedom; and Persian Gulf, Operation Iraqi Freedom.

RCW 41.04.007
"Veteran" defined for certain purposes.
"Veteran" includes every person, who at the time he or she seeks the benefits of RCW 46.18.212, 46.18.235, 72.36.030, 41.04.010, 73.04.090, 73.08.010, 73.08.070, 73.08.080, or 43.180.250 has received an honorable discharge or received a discharge for medical reasons with an honorable record, where applicable, and who has served in at least one of the following capacities:

(1) As a member in any branch of the armed forces of the United States, including the national guard and armed forces reserves, and has fulfilled his or her initial military service obligation;

(2) As a member of the women's air forces service pilots;

(3) As a member of the armed forces reserves, national guard, or coast guard, and has been called into federal service by a presidential select reserve call up for at least one hundred eighty cumulative days;

(4) As a civil service crewmember with service aboard a U.S. army transport service or U.S. naval transportation service vessel in oceangoing service from December 7, 1941, through December 31, 1946;

(5) As a member of the Philippine armed forces/scouts during the period of armed conflict from December 7, 1941, through August 15, 1945; or

(6) A United States documented merchant mariner with service aboard an oceangoing vessel operated by the department of defense, or its agents, from both June 25, 1950, through July 27, 1953, in Korean territorial waters and from August 5, 1964, through May 7, 1975, in Vietnam territorial waters, and who received a military commendation.

[2010 c 161 § 1105; 2007 c 448 § 1; 2006 c 252 § 2. Prior: 2005 c 251 § 1; 2005 c 216 § 7; 2002 c 292 § 2.]

RCW 41.04.010 Veterans' scoring criteria status in examinations.

In all competitive examinations, unless otherwise provided in this section, to determine the qualifications of applicants for public offices, positions, or employment, either the state, and all of its political subdivisions and all municipal corporations, or private companies or agencies contracted with by the state to give the competitive examinations shall give a scoring criteria status to all veterans as defined in RCW 41.04.007, by adding to the passing mark, grade or rating only, based upon a possible rating of one hundred points as perfect a percentage in accordance with the following:

(1) Ten percent to a veteran who served during a period of war or in an armed conflict as defined in RCW 41.04.005 and does not receive military retirement. The percentage shall be added to the passing mark, grade, or rating of competitive examinations until the veteran's first appointment. The percentage shall not be utilized in promotional examinations;

(2) Five percent to a veteran who did not serve during a period of war or in an armed conflict as defined in RCW 41.04.005 or is receiving military retirement. The percentage shall be added to the passing mark, grade, or rating of competitive examinations until the veteran's first appointment. The percentage shall not be utilized in promotional examinations;

(3) Five percent to a veteran who was called to active military service from employment with the state or any of its political subdivisions or municipal corporations. The percentage shall be added to promotional examinations until the first promotion only;

(4) All veterans' scoring criteria may be claimed upon release from active military service.

[2009 c 248 § 1; 2007 c 449 § 1; 2003 c 45 § 1; 2002 c 292 § 4; 2000 c 140 § 1; 1974 ex.s. c 170 § 1; 1969 ex.s. c 269 § 2; 1953 ex.s. c 9 § 1; 1949 c 134 § 1; 1947 c 119 § 1; 1945 c 189 § 1; Rem. Supp. 1949 § 9963-5.]