



City of Kalama Police Department



Accepting Applications for Lateral Officers

Immediate Opening

The Agency: The Kalama Police Department consists of five full time commissioned officers, one reserve officer, and one full time police clerk. We are a proactive Department with strong community support. We work closely with all of our law enforcement partners in Cowlitz County and have a favorable reputation among other agencies. Patrol officers work four 12-hour shifts, followed by four days off. Officers rotate between day shift/night shifts every three months and enjoy a pleasant, relaxed working environment. We are a small agency with high standards and a commitment to community service.

About the City: Kalama is a picturesque community located in Cowlitz County, Washington between the Cascade Mountains and the shores of the Columbia River. We are located on the Interstate 5 corridor approximately 30 miles north of Portland, Oregon. With a population close to 2,500 people within the City Limits and approximately 5,000 people within the Kalama area, Kalama is growing community with many opportunities. Kalama is a wonderful place to live and support a family. Visit the City's website for more details: www.cityofkalama.com

Benefits: *Annual Salary - \$47,819.88 to \$60,038.40*

Officers reach top step after six years. Lateral applicants may qualify for a higher pay step, based on experience. Longevity is offered after three years of service and starts at 2% per monthly base salary.

- **Medical/Dental/Vision:** The City pays 100% of the medical, dental, and vision insurance premiums for employees *and* their dependents. They also contribute into a VEBA account.
- **Uniforms/Equipment:** Officers are issued all uniforms and equipment by the Department. Officers receive a \$45 per month cleaning allowance for uniforms and a \$50 per month cell phone stipend.
- **Time Off:** Officers start out earning 8 hours (96 total hours) of vacation per month. Vacation accruals increase after three years of completed service. Officers are given a bank of 96 hours of sick leave their first year of employment. After completing one year, sick leave is accrued at 8 hours per month. Officers can also accrue a maximum of 80 hours of comp time and can use those hours to take paid time off.

- **Education Incentive:** Officers with an Associate's degree will receive a \$50 per month incentive. Officers with a Bachelor's degree will receive a \$100 per month incentive.
- **Tuition Reimbursement:** The City offers a Tuition Reimbursement Program (TRP) for officers wishing to continue their education while employed with the Department. Classes must be police oriented and the officer must maintain a 2.75 GPA or better.
- **Retirement:** Commissioned officers work under Washington State's LEOFF 2 Retirement System.
- **Holiday Pay:** In lieu of additional paid days off, officers receive a lump sum payment equal to 132 hours at the employee's base hourly rate of pay.

Qualifications:

- **Entry Level:** Must be a United States Citizen, possess a high school diploma or GED, be at least 21 years of age at time of application, must have a valid Washington Driver's License or ability to obtain one within 2 weeks of appointment, no felony convictions or convictions that would prevent you from owning or carrying a firearm.
- **Lateral:** Must have a minimum of one year continuous experience as a full time commissioned peace officer within the last three years. In-State lateral applicants must have successfully completed the Washington State Criminal Justice Training Commission's (CJTC) Basic Law Enforcement Academy and hold a current Washington Peace Officer Certification. If the applicant is from out of state, the applicant must have successfully completed a Washington CJTC recognized out-of-state academy and be eligible to attend the Washington State Basic Law Enforcement Equivalency Academy upon hire.

All successful candidates must pass the following pre-employment screening:

- Medical exam, including drug screening
- Polygraph/CVSA
- Psychological Test
- Background Investigation

To apply for Entry Level: Contact PublicSafetyTesting.com.

For Lateral Applicants: Contact Civil Service Secretary Sue Seay at 360-673-4908 or by email: apclerk@kalama.com or Chief Randy Gibson at 360-673-2165 or by email: rgibson@kalamapolice.com



