CITY OF GIG HARBOR CIVIL SERVICE COMMISSION

Police Officer – Lateral Entry Eligibility Roster

Closing Date: Open Continuously

The Position: This is a responsible and skilled human relations position in public safety. The employee in this position is responsible for the protection of the public's safety, the prevention of crime, and the enforcement of local, state and federal laws. Work includes patrolling the community by vehicle and on foot. The employee will be tasked with responding to calls for service, including but not limited to reports of criminal activity, traffic safety, crime prevention, and general public safety and assistance issues.

Salary: $5,227 - $6,534 per month, paid on a bi-weekly basis. *(2015 salary range – the City is currently in negotiations for a new labor contract with the Police Guild.)*

Benefits: Includes medical, dental, vision, HRA-VEBA tax-deferred medical fund, LEOFF 2 retirement, 457(b) deferred compensation plan, 401(a) money purchase retirement savings plan with a 6.2% City match in lieu of Social Security contributions, plus holiday, vacation and sick leave accrual. Other incentives include:

- Sick leave bonus incentive *(no sick leave usage in a 6-month period entitles the officer to the equivalent of one day of regular pay or an additional annual leave day.)*
- College premium pay: 2% for an Associate's degree and 3% for a Bachelor's degree
- FTO incentive pay of 3%
- Specialty Unit premium pay (Detective)
- Additional optional duty assignments (i.e. Bicycle, Marine Patrol)
- Shift differential of 5% for graveyard and swing shifts
- Assigned take-home vehicle program
- 4/10 work schedule

To Apply: Complete a City of Gig Harbor application packet, which is available from the Secretary/Chief Examiner in the Human Resource Office, 3510 Grandview Street, Gig Harbor, WA 98335 or online at www.cityofgigharbor.net.

MINIMUM REQUIREMENTS: Minimum of 12 months of continuous service as a full-time commissioned peace officer with a city, county or state law enforcement agency within the last 12 months. Lateral applicants who have attained basic law enforcement certification through successful completion of another state's academy program will be required to complete the Washington State Equivalency Certification within 12 months of employment.

PROCESS TO ESTABLISH LATERAL POLICE OFFICER – LATERAL ENTRY ELIGIBILITY ROSTER

Phase 1	Applications are reviewed to determine the most competitive candidates who best meet the needs of the Gig Harbor Police Department. Evaluation criteria includes, but is not limited to education, military service, and specialized law enforcement positions.
Phase 2	The top candidates will be invited to participate in a Physical Agility Test (PAT) and an Oral Board interview. Candidates must pass the PAT to continue on to the Oral Board.
Phase 3	Eligibility Roster placement will be determined by results of the Oral Board process.

***When the Department has a Police Officer position to be filled, the Chief of Police may request names of the top five (5) candidates from either the Entry Level or Lateral Entry Eligibility Roster. **Names on the Eligibility Roster are valid for a period of one (1) year from the date of entry on the roster. Placement on the roster will be subject to revision based upon periodic testing results.**

The City of Gig Harbor is an Equal Opportunity Employer. Applicants will receive consideration for employment without regard to gender, race, color, creed, national origin, age of disability. Reasonable accommodation to participate in the job application and/or selection process for employment will be made upon request. NOTE: The applicant selected for hire must provide proof of ability to work in the United States per the Immigration Reform and Control Act of 1986.