

## Job 2016-1013: Emergency Telecommunicator - LATERAL

## Detail: General Information

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Job Code	DJOB
ID	2016-1013
Job Folder	Job Template
Title	Emergency Telecommunicator - LATERAL
EEO Category	Technicians
Category	911 Dispatcher
FLSA Status	Non-Exempt
# of Openings	1 (1 remaining)

## Detail: Assignment

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Recruiter [julee.murphy@co.kitsap.wa.us](mailto:julee.murphy@co.kitsap.wa.us)

## Detail: Compensation

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Min	USD \$24.32/Hr.
Max	USD \$29.57/Hr.

## Detail: Requirements

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Education High School Diploma/GED

## Description: JOB DESCRIPTION

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OVERVIEW

Emergency Telecommunicators (ET) work at Kitsap 911's dispatch center in Bremerton, Washington. ETs receive and transmit telephone and radio emergency medical, fire, and law enforcement service calls, as well as complaints and inquiries from the public. ETs use a computerized telephone system and Computer Aided Dispatch (CAD) system to evaluate information and properly determine jurisdiction and dispatch appropriate personnel and equipment. ETs are entrusted with sensitive, often life and death, information, and must maintain discretion and professionalism without fail. ETs must often handle multiple requests at the same time, and prioritize them according to the nature of the issue/service needed.

Kitsap 911 is a critical-need 24/7 public safety agency that operates in all weather and emergency conditions.

Kitsap 911 values our community's diversity and strives to reflect that diversity within our staff.

Kitsap 911 is an equal opportunity employer and does not discriminate on the basis of race, creed, color, national origin, sex, marital status, sexual orientation, gender identity diversity, age, honorably discharged veteran, veteran status, HIV status, the presence of any sensory, mental or physical disability, or the use of a trained dog guide or service animal by a person with a disability. Persons requiring reasonable accommodation in the application process or requiring any information in an alternative format may contact 360 307 5811 directly or utilize the Washington Relay Service at 1 800 833 6368.

RESPONSIBILITIES

**ILLUSTRATIVE EXAMPLES OF DUTIES AND RESPONSIBILITIES:**

*(Any one position may not include all of the duties listed nor do the listed examples include all tasks which may be found in positions of this class.)*

It is imperative that employees appear promptly for work as scheduled.

**Emergency Telecommunicators must:**

- Establish and maintain cooperative, effective and productive working relationships using tact, patience, and courtesy.
- Study the Standard Operations Procedures (S.O.P.) and appropriate manuals to acquire thorough knowledge of Kitsap 911 operations and procedures.
- Communicate effectively in person, over the phone, and in writing. ETs must be able to focus on the emergency at hand despite distractions and interruptions.
- Successfully plan and organize assignments and complete tasks within prescribed time frames.
- Quickly make accurate decisions affecting life and/or property.
- Quickly assess information and remain calm in extremely stressful situations while simultaneously entering information in to the Computer Aided Dispatch (CAD) System.
- Listen effectively, with the ability to distinguish voices and other sounds through a computer-system headset, and respond verbally in a clear concise manner.
- Juggle multiple duties at the same time and prioritize duties effectively, depending on the scenario.
- Understand and follow verbal and written instructions.
- Monitor multiple radios and phone traffic simultaneously.
- Speak and read English fluently and enunciate clearly while maintaining a rapid speech rate.
- Appear promptly for work as scheduled.

**Required Knowledge:**

- Proper English language, spelling and grammar.
- Computer data entry.
- Complex Computer Aided Dispatch (CAD) systems.
- General information regarding State and Federal Laws governing secrecy of communications and Kitsap County geography.

**The nature of working in a 911 Dispatch Center requires that our employees:**

- Remain in the work area for 10 hour shifts, including not leaving the facility for lunch and breaks.
- Work in a confined high security area with no outside contact while performing dispatch duties.
- Remain alert and engaged regardless of the shift or hour. Kitsap 911 is a 24/7 operation, so work shifts vary.
- Must remain calm and communicate effectively with confused, upset, hostile, or distraught people by phone, while gathering the information necessary to send the correct responders and equipment to the scene. ETs may hear and need to respond to graphic descriptions of violence and/or injury. Control personal emotional responses under high levels of stress.
- Adapt to rapidly changing situations.
- Work closely with co-workers in a teamwork environment.
- Sit for long periods of time while dispatching.
- Have vision sufficient to read written materials and scan/read data on multiple computer screens
- Speak clearly and hear adequately over a headset to accurately and timely respond to calls.

- Work a variety of rotating shifts. Kitsap 911 has day shifts, swing shifts, graveyard shifts and other variations that include irregular hours, weekends, holidays and mandatory overtime.

#### QUALIFICATIONS

##### Required Education and Experience

- Two years of recent (within the last five years) experience as a telecommunicator/dispatcher in a high volume police, fire or emergency dispatch facility with enhanced 911 and computer aided dispatch (CAD) OR
- Recent successful completion of Kitsap 911's internal Law Enforcement dispatch training program and demonstrated sufficient radio dispatch skills.

##### Preferred Education, Experience or Other Qualifications

- High school graduate or GED equivalent.

#### **REQUIRED LICENSES, CERTIFICATIONS, EXAMINATIONS/TEST AND OTHER REQUIREMENTS.**

*Please note that incumbents are responsible for obtaining and maintaining all required licenses and certifications.*

##### **Prior to employment, successful candidates must:**

- Pass a series of written and computer based pre-employment examinations
- Pass an extensive criminal background check including a national fingerprint check through law enforcement
- Pass a psychological evaluation, drug test, and hearing test (as described in CALEA 4.3.7 and 4.3.8)

##### **At time of appointment the successful candidate must possess (and maintain during employment) the following:**

- Possess a private telephone for 24-hour availability
- Possess a ready and reliable means of transportation
- Be willing to carry a pager and/or cell phone
- Possess a valid Washington State Driver's License
- Be able to fulfill all traveling requirements of this position and meet Kitsap 911's Vehicle Use Policies in the operation of a motor vehicle while on County business.

##### **Within one year of appointment the successful candidate must complete the following:**

- AED and Adult, Child and Infant CPR certification;
- Emergency Medical Dispatch Certification as required by the Kitsap County EMS Council;
- Certification by the Washington Criminal Justice Training Commissioner as a Telecommunicator 1 (T1);
- WACIC (ACCESS level 2) certification as required by the Washington State Patrol;
- NIMS ICS certification as required by the Department of Homeland Security.

**In order to successfully complete new employee probation, new employees must, within one year of employment as an ET, demonstrate proficiency with the CAD system, call receiving, and law enforcement and/or fire/medical dispatch.**

Description: WORKING CONDITIONS/PHYSICAL REQUIREMENTS

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Positions in this classification typically require:

*(The physical demands described are representative of those that must be met by the employee to successfully perform the essential functions of this job. Kitsap 911 provides reasonable accommodation to enable individuals with disabilities to perform the essential functions.)*

Performing work in a high security, high stress/activity communication dispatch center.

- Performing work in a high security, high stress/activity communication dispatch center.
- Sitting for long periods of time while performing dispatch duties.
- Reaching, handling/grasping documents.
- Walking short distances.
- Vision sufficient to read written materials and computer screen data.
- Repetitive motions for computer use.
- Clear speaking and adequate hearing sufficient to communicate effectively and respond appropriately through the Computer Aided Dispatch System.
- Use of headsets to precisely hear voices and other sounds.
- Working a variety of rotating shifts in a 24 houraday, 7 dayaweek operation with diverse shift schedules (such as day shift, swing shift, graveyard, and other variations) that includes irregular hours, weekends, holidays, mandatory overtime required reporting regardless of weather conditions, and sometimes, limited time off.
- Exertion of force of 20 pounds occasionally and/or 10 pounds frequently to lift/carry/move objects, files, and other materials.

Incumbents may be exposed to:

- Computer monitors, and high noise levels and sounds, i.e. tones and potentially stressful conditions when communicating with distraught callers, victims of crimes, violent or hostile individuals.

Description: IMPORTANT INFORMATION ABOUT CRIMINAL CONVICTIONS AND DRUG USE

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HIRING STANDARDS APPLY

Kitsap 911 is a consolidated 911/public safety dispatch center. As such, all Kitsap 911 employees have access to sensitive law enforcement information, critical public safety infrastructure, or both. Further, employees assigned to Kitsap 911's Operations (dispatch), Information Technology, and Administrative divisions who have access to the National Criminal Information Computer System must meet minimum criminal history standards established by the FBI and Washington State Patrol. Because of the sensitive nature of these positions and responsibility placed on the personnel, a thorough background investigation is completed. The background investigation includes reference checks, interviews, criminal history, driving history, drug screening, and other miscellaneous categories. Any attempt to conceal or misrepresent information solicited during the selection process will result in disqualification.

#### Criminal Conviction Standards

The following convictions disqualify the individual for employment, unless the Kitsap 911 Director determines that extenuating circumstances exist where the severity of the offense and the time that has passed would support a variance.

- Felony conviction of any kind.
- Misdemeanor conviction over the age of 21 involving use or possession of firearms in the commission of a crime, crime of violence (for example assault and domestic violence), sex offense, fraud.
- Other than those identified above, misdemeanor convictions over the age of 21 may be considered on a case-by-case basis provided they did not occur within the last seven (7) years.
- Misdemeanor convictions under the age of 21 may be considered on a case-by-case basis provided they did not occur within the last five (5) years.

For this purpose, the term "conviction" shall include any disposition adverse to the subject, except a decision not to prosecute, a dismissal, or acquittal; provided, however, that a dismissal entered after a period of probation, suspension, or deferral of prosecution or sentence shall be considered a disposition adverse to the subject.

#### Drug Possession/Usage

The following drug possession/use disqualifies the individual for employment, unless the Kitsap 911 Director determines that extenuating circumstances exist that would support a variance, considering the severity of the offense and the time that has passed.

"Possession" is defined as having actual physical control of any illegal (non-prescribed) drug for personal use or otherwise. "Use" is defined as: trying, testing, or experimenting, which includes, but is not limited to tasting, smoking, injecting, absorbing, sniffing, or inhaling.

This standard applies to synthetic versions of Schedule 1-5 drugs.

- Trafficking, selling, offering to sell, or transporting for sale of any illegal drugs, regardless of time frame.
- Use or possession of any non-prescribed Schedule 1-5 drugs (except legal use or possession of Marijuana/Hashish) over five (5) times combined.
- Use or possession of any non-prescribed Schedule 1 – 5 drugs (except legal use or possession of Marijuana/Hashish) in the last three (3) years.
- Use or possession of Opiates or Heroin, regardless of time frame.
- Injection of any non-prescribed drugs, regardless of time frame.
- Use or possession of marijuana/hashish within the last one (1) year, regardless of age.
- Drug use or possession of any non-prescribed Schedule 1-5 drugs after submitting an application, while employed, or after having been employed by a law enforcement agency, (including military law enforcement), regardless of time frame.
- Intentional inhalation (huffed) of any aerosol or substance (nitrous oxide, whippets, paint, glue, DXM, etc) in the last three (3) years.

Examples of schedule 1-5 drugs include, but not limited to: Schedule 1 (RCW 69.50.204) - Examples could include: Codeine, Heroin, Morphine, Ecstasy, LSD, Peyote, GHB, Methaqualone, Marijuana/Cannabis, etc. Schedule 2 (RCW 69.50.206) - Examples could include: Opium, Cocaine, Codeine, Hydrocodone, Oxycodone, Methadone, Methamphetamine, Amphetamine, Depressants, Hallucinogenic substances, etc. Schedule 3 (RCW 69.50.208) - Examples could include: Stimulants, Depressants, Hallucinogens, Ketamine, Anabolic steroids, Hallucinogenic substances, etc. Schedule 4 (RCW 69.50.210) - Examples could include: Barbitol, Diazepam, Fludiazepam, Halazepam, Lorazepam, Phenobarbital, etc. Schedule 5 (RCW 69.50.212) – Examples could include: Pyrovalerone, Lacosamid, Pregabalin and compounds containing limited amounts of narcotic drugs.

Review– Individuals who have been disqualified for employment based on the presence of the above disqualifying standards will be notified and provided with an opportunity to demonstrate that a disqualifying standard does not properly apply due to: the facts or circumstances surrounding the conviction, possession, or use; the number of convictions, offenses, or uses; the age at the time of the conviction, standard, or use; and/or other relevant individualized evidence.

Description: RECRUITMENT PROCESS

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The following is a detailed description of the hiring process.

The effectiveness of the Kitsap 911 hinges on the quality of the personnel it employs and the level of public trust in those personnel. Emergency Communications work is a personal service of the highest order requiring dedication and professionalism in those individuals who are employed in this career field. Mistakes in judgment could cause irreparable harm to the citizens of Kitsap County and the law enforcement, fire and medical response personnel Kitsap 911 serves. In order to achieve this goal our recruitment process is lengthy and thorough.

In order to qualify for a position with Kitsap 911 or to be placed on the hiring register, an applicant must successfully pass each phase before being able to proceed to the next process.

- **PHASE 1: SCREENING** Candidates are screened on the minimum qualifications and hiring standards the week after the position closes. Candidates **MUST** meet the minimum qualifications and pass the hiring standards to be eligible to be considered for the position. Candidates that do not meet the minimum requirements will be sent notification.
- **PHASE 2: TESTING** Tests are given to qualified candidates only. The tests are given in a multiphase process. You must pass each part of the test before you are eligible to continue to the next test. Cutoff scores are predetermined. The test phase is as follows: Select Advantage - A 3 hour written test that identifies the key elements and work behaviors to be successful on the job. Applicants will be responsible for the testing fee. The cost is \$25.00. Candidates will need to pay by cash, check or money order on the date/time of the tests. Checks are to be made payable to the Kitsap 911. If paying by cash, you must have the exact amount. Skillcheck Typing\* – A computerized typing test. Candidates must score a minimum of 35WPM for Emergency Telecommunicator positions and 45WPM for Supervisory roles. Critical Data Entry\* Candidates must score a minimum of 3900KSPH and 80% accuracy. \*Kitsap 911 allows for an automatic retest for the above test when the candidate score falls slightly below the required score, but in a predetermined range. Scores to the above tests may be provided upon completion or in writing. Ergometrics Tests – This test is given after the oral board interviews. The Ergometrics test is used to evaluate whether a candidate possesses the knowledge, skills, abilities, traits, and characteristics necessary to be successful in the position. Written notification of the Ergometrics test will be sent to each candidate. Candidates must pass each section.
- **PHASE 3: CRIMINAL HISTORY CHECK AND REFERENCE CHECK** A search of State and National Law Enforcement Databases which contain records of driver's license/history, arrests, convictions, warrants, restraining orders, sex offender registration and similar data. Candidates who do not meet Kitsap 911's "Background Standards" are disqualified from further consideration and may not reapply until within the timeline established for their violation. Kitsap 911 requires employment and personal references at the start of the hiring process. A standardized reference check form may be sent to each listed reference at any time during the process. Only include references you want us to contact early in the process on your reference form. Final candidates will be asked to provide additional references later in the process.
- **PHASE 4: ORAL BOARD/PANEL INTERVIEWS/ASSESSMENT CENTER** In a panel interview each candidate will be asked a set of standardized questions focused on job-related competencies. Although cut off scores are established in advance of the oral board only the top candidates will be contacted to advance to the next phase. Supervisory positions may go through an assessment center which may include an oral board interview. Candidates that are not selected will receive written notification.
- **PHASE 5: BACKGROUND INVESTIGATION** The Background Investigators will verify applicant's credentials, criminal record and verification of at least three employment and personal references. To assist the Background Investigator the candidate will be required to complete a Personal History form; complete in person interviews and inquires, phone or mail inquiries; and documentation requests, reviews and certifications.
- **PHASE 6: JOB PREVIEW** Final candidates will participate in a job preview to gain a more detailed understanding of job duties and requirements. Job preview may include orientation meetings, group questions and answer sessions or job shadowing with trained Kitsap 911 employees. Candidate participation in job shadowing sessions will be evaluated.

- **PHASE 7: DIRECTORS INTERVIEW** Top Candidates will have an interview with Kitsap 911's Director prior to appointment. The Director will ask a set of questions focused on job related competencies.
- **PHASE 8: JOB RELATED MEDICAL EXAMINATIONS** Final candidates will be required to pass all job related medical examinations which include a hearing examination, drug screen and psychological evaluation. Hearing Examinations A qualified medical professional will assess your hearing and determine if your hearing is adequate to perform the essential functions of this position. Drug Screening Kitsap 911 policy is to test all final candidates to determine the presence of any illegal drugs. Drug screens will be conducted and evaluated by certified technicians. Candidates who test positive for any illegal substances will not be eligible for employment with Kitsap 911. Psychological Screening An emotional stability and psychological fitness examination conducted by licensed mental health professionals using standardized criteria specifically developed for public safety communications positions.
- **PHASE 9: FINGERPRINT CHECK** Successful candidates are required to submit a fingerprint card which is used to search State and National Law Enforcement Databases. Because this search usually takes more than one month to complete it may be conducted post-employment. Successful completion of the fingerprint search including timely submission of a fingerprint card is required either pre-employment or as a condition of continued employment.

HIRING REGISTER: Candidates that are not immediately select but meet all of the minimum qualifications may be placed on a hiring register to be considered in the event that another position may open during the term of the hiring register. The term of the hiring register shall normally be for six (6) months and in no event longer than one (1) year. CALEA standard 4.2.4d: Candidates May Reapply Unless Disqualified for Cause.

Candidates may reapply after six months unless disqualified from further consideration for providing false or misleading information, withholding information, testing positive for illegal substances, cheating, or disruptive behavior.

Please make sure to enter an accurate telephone number and email on your application. Check your email and online account on daily basis during the above time frames. We will primarily be communicating by email.

Description: ADDITIONAL DATA

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#### Organizational

Currently CENCOM is a department of Kitsap County and all employees are Kitsap County employees. The CENCOM governing board is currently working through the process of transitioning CENCOM into a separate legal entity. The name of the separate legal entity is Kitsap 911.

This position is covered under a collective bargaining agreement. Union membership or service fee obligation is mandatory within 30 days of employment.

Updated: 5/12/2016 10:00 AM  
Created: 4/8/2016 10:42 AM