



# City of Everett

## ANNOUNCES AN EXAMINATION / EMPLOYMENT OPPORTUNITY

### **POLICE OFFICER (Entry-Level)**

\$6016/month *First Year* (Plus Benefits)  
\$6588/month *Second Year* and \$7885/month *Third Year*

#### **HOW TO APPLY:**

Please visit [PublicSafetyTesting.com](http://PublicSafetyTesting.com) and you will be able to fill out your application online and select the testing date, time, and location most convenient for you. For further information, call toll-free 1-866-HIRE-911. Applicants must also complete their Personal History Statement (PHS) via [PublicSafetyTesting.com](http://PublicSafetyTesting.com) and the City's Supplemental Personal History Statement by the close of the filing window in order to be placed on the eligibility register. The supplemental can be found at <https://everettwa.gov/DocumentCenter/View/8666>

The screening process will consist of a written test weighted 100% (pass score 70.00 and above) AND successful completion (Pass) on the Physical Ability Test (PAT) within the six months prior to the closing date. Public Safety Testing conducts the City of Everett's written and PAT examinations. We consider the highest score received within the past one year.

All portions of the process are designed to sample and measure the requisite knowledge, skills, and abilities. Additional screening prior to appointment to the Police Officer (Entry-Level) position includes an employment and general background investigation as well as medical, drug testing, psychological and polygraph examinations.

#### **ABOUT THE POSITION:**

This is an entry-level Civil Service class involving supervised training and exercise of routine duties associated with the protection of life and property by enforcement of state and municipal codes, regulations, and ordinances. The positions are located at the Everett City Hall and one or more positions will generally occur each year. The Civil Service eligibility register for this position is subject to continuous modification as a result of the open/continuous nature of the process; however, scores earned as a result of this screening process are valid for twelve (12) months after certification by the Civil Service Commission. This job classification is represented by the Everett Police Officers Association. In addition, entry into this classification through an open/competitive basis is subject to an eighteen (18) month probationary period. Employment in this class requires compliance with all department fitness standards and requirements as well as a satisfactory background check, FBI record check, polygraph (lie detector) exam, and psychological evaluation. Hiring offers are contingent upon successful completion of a City-paid LEOFF medical evaluation and medical history review, which may include back x-rays and will include drug screening.

#### **JOB DESCRIPTION**

Work of this class involves assistance in foot, bicycle or automobile patrol of designated City areas to investigate, deter and discover possible violations of criminal and vehicle traffic laws, codes and/or ordinances; supervised responses to calls, complaints or reports of the actual, possible or potential occurrence of criminal activity; administration of immediate assistance to citizens in critical and/or emergency situations where the security of lives and/or property may be endangered. The activities are generally performed under the immediate supervision of an assigned field-training officer (FTO). In addition, all work must be performed in accordance with all currently applicable department rules, policies and procedures. Employees may be directed to engage in specialized assignments according to abilities and knowledge developed during the initial training period. Work of this class is subject to continual review by direct inspection, written report and/or oral discussion for accuracy and conformance to instructions as well as established policies and procedures.

#### **DESIRABLE QUALIFICATIONS**

*The following knowledge, skills, and abilities are considered essential functions and are critical to successful performance in these positions:*

#### **Skill and Ability to:**

- Maintain amicable relations with the public.
- Demonstrate appropriate police/community attitudes.
- Exercise judgment under stress.
- Work cooperatively with a variety of individuals.
- Understand and follow complex oral and written instructions.
- Solve problems using deductive reasoning.
- Work variable shifts, up to twelve (12) hours including night, weekend, and legal holiday hours.
- Support diversity and multicultural understanding in the workplace.
- Maintain physical fitness in accordance with current department standards.

#### **ELIGIBILITY REQUIREMENTS**

- (1) Excellent physical condition.
- (2) U.S. Citizenship or a lawful permanent resident.
- (3) Attainment of the age twenty-one (21) years on or before the close date.
- (4) Possession of, or the ability to obtain a valid Washington State driver license within 30 days of hire and the ability to maintain it for the duration of employment.
- (5) Possession of a high school diploma or equivalent.

**FILING OPENS: March 31, 2019**  
**OPEN/CONTINUOUS**

**FILING CLOSES: May 30, 2019**  
**C19003**

Applicants claiming veterans' preference points in accordance with RCW 41.04.010, as amended, and meeting eligibility criteria must submit form DD214 or other official military separation documentation that clearly indicates an honorable discharge from military service on or before date filing closes. Eligibility criteria posted on the Human Resources Department Bulletin Board.

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The City of Everett requires new hires to establish identity and employment authorization in accordance with the Immigration Reform and Control Act of 1986. THE CITY OF EVERETT VALUES A DIVERSE WORKFORCE. THE CITY DOES NOT DISCRIMINATE ON THE BASIS OF SEX, DISABILITY, RACE, COLOR, CREED, NATIONAL ORIGIN, HONORABLY DISCHARGED VETERAN OR MILITARY STATUS, OR SEXUAL ORIENTATION.

"AN EQUAL OPPORTUNITY EMPLOYER" Human Resources Department, 2930 Wetmore Ave., 5A, Everett, WA 98201. Phone (425) 257-8767. Open Monday – Friday 8 am to 5 pm