

Join Our Team! Make KPD YOUR Career



KPD is seeking Entry and Lateral Level Police Officers

CURRENT OPENINGS: 3

NEXT TESTING DATE: February 22, 2010

8:30 AM – Physical Agility Test (Kennewick Activities Center – Next to City Hall)

1:30 PM – Video/Written Tests (Kennewick Police Department)

Oral Board Interviews – To be scheduled at a later date

View our **[Recruiting Brochure](#)** for Qualifications, Department Information, Pay and Benefits.

Testing for entry and lateral level positions are conducted by the National Testing Network. You must start your application process through NTN.

To apply visit <http://www.nationaltestingnetwork.com/>

(Check NTN for additional testing dates at the Mukilteo testing site)

The Civil Service Examination

Physical Ability Test:

Detailed information about the physical ability test requirements is available on the [Washington State Criminal Justice Training Commission](#) website. The test is the same one required by WSCJTC to be eligible to attend the training academy. ***It is recommended that candidates familiarize themselves in advance so that they are physically prepared to meet the requirements of this test. This test is pass/fail.***

Reading/Grammar Test:

This is designed to assess the ability of the candidate in such areas as reading comprehension, spelling, and sentence structure. Minimum passing score is 70%.

Video Assessment Test:

This is a behavioral-based video test that measures inter-personal skills of the candidate. Minimum passing score is 70%.

Incident Observation and Report Writing Skills:

This video test allows us to assess your general ability in observing an incident and writing a report.

Oral Board:

Those candidates who successfully complete the physical ability test will be scheduled for an oral board. The oral board will consist of a panel of officers as well as a representative from Human Resources. The candidate will field questions from the board who will score their answers. Minimum passing score is 70%. Oral board scores will later be combined with scores from the other three test phases for a final overall ranking of the candidate. You must pass all portions of the testing in order to be placed on the eligibility list. This list is later presented to the Civil Service Commission and certified before being forwarded to the Administrative Sergeant to begin the background investigation.

Human Resources will send a background investigation packet to successful candidates on the list. Instructions for this packet are included, and the packet must be returned within a designated deadline so that the background process can begin.

Background Investigation:

Upon receipt of the background packet from the candidate, the Administrative Sergeant reviews the contents and will contact each applicant to make arrangements for a background investigation interview. This interview will lay the foundation for the investigation to proceed.

Following this interview, successful candidates will be scheduled to proceed to the polygraph examination, probably within a week or two. Following this examination, the background investigation will continue, to include contacting prior residences, employers, and references that you have listed.

The background investigation takes some time, so please be patient. Successful candidates will later be scheduled for a Hiring Interview with the Command Staff at the police department. This is a formal interview that must take place before any conditional offers of employment can be made. Once such an offer is extended, it is followed by appointments for a physical examination as well as a psychological examination, both of which are conducted in the Tri Cities area.

The Training Process:

After a short orientation period at the police department, new officers are scheduled to attend the Basic Law Enforcement Academy (BLEA) at either Seattle or Spokane. This is a 720-hour curriculum and requires diligence and commitment to successfully complete it. Details on what the curriculum entails can also be found on the WSCJTC web site.

Following graduation, officers then return to the police department to begin an intensive Field Training Officer (FTO) program, utilizing trainers at the Kennewick Police Department. This consists of fourteen weeks of training. At the conclusion of this, the officer must demonstrate that he or she is ready to patrol while solo in his or her patrol car. The probationary officer will still be monitored by other officers and a shift supervisor. The probationary period of the officer is 18 months.

Lateral-Entry Police Officer Positions:

Lateral officers must meet the following requirements:

- Within Washington State: 12 months of continuous service with a municipal, county or state law enforcement agency and have completed certification, POST, or similar standing.
- Outside of Washington State: 36 months of continuous service with a municipal, county or state law enforcement agency and have completed certification, POST, or similar standing within respective state.
- The candidate must be employed as a certified law enforcement officer within the past 12 months. Anything excluding them from certification in their agency, city, county or state will exclude them from applying with this agency.

Testing for Lateral Officer will be the same as Entry-Level.

Please feel free to direct any inquiries about the background investigation or hiring process to the [Administrative Sergeant](#).



Fire Fighter Positions:

Testing for entry level and lateral fire fighter is conducted by the National Testing Network. You must start your application process through NTN.

To apply visit <http://www.nationaltestingnetwork.com/>

(Check NTN for additional testing dates at the Mukilteo testing site)

NEXT TESTING DATE: Friday, March 26, 2010

No current openings – maintaining eligibility list

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Applicants must possess the following qualifications:

1. Be at least 18 years of age.
2. Have a high school diploma or GED.
3. Possess a valid Washington State Driver's
4. License at time of appointment.
5. Successfully pass the entry-level testing process, as determined by the Civil Service Commission.
6. Be a non-user of tobacco products.
7. Be a citizen of the United States of America who can read and write the English language.
8. Be in good physical, mental and emotional health as determined by licensed physicians designated by the City.
9. Be able to obtain a Washington State Emergency Medical Technician Certification within one year of hire.
10. Have no felony convictions.
11. Vision must be corrected to 20/20 or 20/100 uncorrected.