

# Lateral Police Officer

## \$10,000 Lateral Hiring Incentive

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### Toppenish Police Department - Toppenish, Washington

Application Deadline: One position open until filled

**Hiring Range:** \$4,922 - \$5,930 Monthly (DOE)

The Toppenish Police Department is offering a \$10,000 hiring bonus to **qualified lateral police officers**.

Qualified Lateral Police Officers will be paid \$2,500 on their first paycheck after being formally hired, \$2,500 will be paid upon successful completion of their Field Training Program, \$2,500 will be paid upon completion of their 12-month probationary period, and \$2,500 on their paycheck immediately following the employee's two-year anniversary.

To qualify as a Lateral Police Officer for this incentive, the Lateral Police Candidate must be a Police Officer who is currently employed in full-time law enforcement service with a Washington State civilian law enforcement agency or equivalent and have received the Washington Criminal Justice Certification or equivalent or are in the process of successfully completing the Washington State Criminal Justice Academy; or a certified Police Officer in an State recognized by the Washington State Criminal Justice Commission; or who were employed in full-time law enforcement service with a Washington State civilian law enforcement agency or equivalent and who currently hold the Washington Criminal Justice Peace Officer's Certification or equivalent and have not had a break in service of more than twelve (12) months. The Washington **Criminal Justice Training Commission (CJTC) Equivalency Reciprocity Summary** of recognized academies and the conditions that must be met can be found at <https://www.cjtc.wa.gov/training-education/basic-law-enforcement-equivalency-academy>.

**Benefits:** The City offers excellent training opportunities, family and domestic partner health benefits that include medical, dental, and vision, paid vacation and sick leave, as well as 40 hours of sick leave and 40 hours of vacation leave awarded upon hiring and double time and a half pay for holidays worked throughout the year. Annual 40-hour vacation cash-out, and longevity after two years. Retirement benefits are provided through Washington State Department of Retirement System (DRS) Law Enforcement Officers' and Fire Fighters Retirement II (LEOFF II).

**About Toppenish:** The City of Toppenish is in the Yakima Valley and has a population of approximately 9,100. The Yakima Valley boasts 300 days of sun! Being within a 60-minute drive to the foot of two spectacular mountain passes, White Pass and Chinook Pass, hiking,

fishing, and hunting are abundant, as well as winter sports. Known for the many wineries throughout the Yakima Valley, breweries are now making their way on the scene. If one runs out of things to do, Toppenish is only a two and half-hour drive to Seattle and a three-hour drive to Portland, Oregon. With the Columbia Gorge only a 60-minutes away, fishing and windsurfing are abundant, along with other various other outdoor activities.

The Toppenish Police Department is a full-service organization with challenging opportunities in police work for individuals who are interested in providing quality law enforcement services to the public. Its officers are charged with protecting life and property through the enforcement of laws and local ordinances including the prevention, detection and investigation of crimes and civil infractions.

The position is covered under the provisions of an agreement between the City and the Toppenish Police Officers Guild.

### **ADDITIONAL INFORMATION**

**Minimum Qualifications:** The ideal candidate must maintain self-discipline and credibility through honest and ethical behavior and must have strong skills and abilities in a wide variety of areas including communication, creative problem solving, community service, teamwork and leadership.

**Job Requirements:** Candidates must meet the following requirements prior to the examination date:

- 21 years of age
- High School Diploma or its equivalent
- Valid driver's license
- Completed a state certified law enforcement academy
- Maintained any mandated certification such as firearms qualification and first aid/CPR
- Be a WSCJTC certified commission peace officer or eligible to attend the WSCJTC Basic Law Enforcement Equivalency Academy and currently employed as Police Officer.

The City of Toppenish requires successful completion of a thorough background investigation, and post offer psychological and medical examination, including pre-employment drug screen.

Candidates must successfully complete each step of the selection process to obtain an offer of employment. Candidates may be removed from the process at any time for failing to meet the established standards.

**Application:** All candidates must complete a City of Toppenish employment application. These items can be located at the City of Toppenish's website employment opportunity link or <http://cityoftoppenish.us/employment-opportunities/>

**Structured Oral Interview:** The interview assesses law enforcement experience as well as the skills necessary to be successful as a police officer such as observation skills, problem solving ability, persuasiveness and flexibility.

**Background Investigation:** A background investigator conducts a comprehensive investigation based on information provided by the candidate in an interview and on a personal history questionnaire. The investigation also includes a behavioral traits assessment and polygraph examination.

**Final Selection Interview:** This interview panel screens for strengths that will lead to job success.

**Post Offer Process:** Candidates who receive a conditional offer of employment must successfully complete a medical examination, including a drug screen and a psychological evaluation prior to receiving a final offer of employment.

Completed applications and waivers can be taken or mailed to the address listed below:

City of Toppenish  
Attn: Civil Service Secretary/Examiner  
21 W First Ave.  
Toppenish, WA 98948

Or emailed to: [civilservice@cityoftoppenish.us](mailto:civilservice@cityoftoppenish.us)