



KENNEWICK POLICE DEPARTMENT

"Committed To Your Safety"

CHIEF OF POLICE
CHRIS GUERRERO

ENTRY LEVEL APPLICANT (2023)

YES YOU! YES NOW!

You made a great choice choosing the Kennewick Police Department. We are the largest agency in the Tri-City Metropolitan area and regarded as a premier Police Department in the Pacific Northwest. If you want a community that features an exceptional quality of life and low cost of living and an agency that leads the way, you have come to the right place!

Entry Level

Providing for you and your family is always a priority. What better way to do that than work for the agency with one of the **highest entry level wages in Washington State**. Entry level Officers begin with a yearly salary of **\$94,660** (monthly-\$7,377) and as your hard work pays off you can look forward to a **top step of \$122,283** (monthly- \$9,530, yearly totals include holiday pay).

What are you waiting for?

>Check out more benefits like the 5% city contribution to deferred compensation.

AT KPD WE THINK, "IT'S OK TO WANT TO COME TO WORK!"

Entry Level Requirements

- 20.5 years of age at time of test.
- US citizen or Lawful Permanent Resident.
- High School diploma or GED.
- Valid Washington State driver's license.
- Ability to read/speak English.
- Vision 20/100 uncorrected and correctable to 20/20 in each eye.
- No felony convictions.



- No misdemeanor convictions involving perjury, a false statement, or a crime of moral turpitude.
- No DUI arrest or conviction in the past three years.
- No reckless or negligent driving convictions in the last two years and no more than two moving violations in the last two years.
- Have not used, tried or experimented with any controlled substances in the last three years. No Marijuana use in the last 12 months.

The Hiring Process

Step 1- Testing. Sign up for the Law Enforcement Test and Physical Abilities Test (PAT) at www.publicsafetytesting.com. We no longer use National Testing Network.

Step 2- Get ranked on the civil service list. If you pass the Law Enforcement Test and the PAT you will be ranked on the civil service list. A score of 70% is required on each exam component to qualify as a passing score. Veteran's Preference points are only awarded to passing scores, not to bring a score up to passing.

We pull test results during the 2nd week of each month. These test results are processed, and successful candidates are added to our Police Officer eligibility lists. The eligibility lists are presented at the monthly Civil Service Commission meeting scheduled for the 3rd Tuesday of each month. Once the Civil Service Commission has approved the eligibility list, we can begin processing applicants in the next step of the hiring process, the background investigation. To view our most recently approved Civil Service lists, visit <https://www.go2kennewick.com/585/Civil-Service-Commission>

Step 3- Return your Personal History Statement. Once the background investigator reaches your position on the civil service list you will be emailed a Personal History Statement. This is a document about your history which must be completed per the instructions and returned prior to the deadline given. Failure to return the PHS will result in a disqualification. *We now also accept the Public Safety Testing PHS.*

IMPORTANT: The personal history statement is emailed to you. If you don't return the personal history statement as outlined and within the allotted time you will be disqualified. **PLEASE ADD THIS E-MAIL AS SAFE IN YOUR E-MAIL SYSTEM TO ENSURE THE PERSONAL HISTORY STATEMENT DOES NOT GO TO YOUR SPAM E-MAIL.** Blanca.Reyna@ci.kennewick.wa.us

- Step 4- Complete your integrity interview.** You will be assigned a background investigator. The investigator may contact you for what we refer to as an Integrity Interview. This interview is a face-to-face interview at Kennewick PD or remotely via Zoom about your Personal History Statement. Total honesty is key in this interview.
- Step 5- Command Staff interview.** Following your background, you may receive an invitation to a KPD Command Staff hiring interview. You are required to achieve a 70% minimum score on this interview to pass. If you receive a passing score, the Chief of Police has the option of extending a conditional offer of employment.
- Step 6- Complete your polygraph examination.** Your conditional offer is contingent on you passing a polygraph, medical examination and psychological screening. The polygraph examination takes place at Kennewick PD. Upon your successful completion of the polygraph exam, the background investigator will contact your employer, past employer(s), and references.
- Step 7- Complete medical examination and psychological screening.** The final piece to the conditional job offer is being deemed suitable for employment via a psychological screening which also takes place in Kennewick. You will also partake in a medical examination. If both exams return as suited for employment and the candidate passes the Physical Abilities Test, you will be given a formal starting date in which you will begin your career as a Kennewick Police Officer.

GET STARTED NOW

www.publicsafetytesting.com



*Questions? Contact a Recruiter at
KPD-Recruiters@ci.kennewick.wa.us*