



KENNEWICK POLICE DEPARTMENT

"Committed To Your Safety"

CHIEF OF POLICE
CHRIS GUERRERO

LATERAL APPLICANT 2023 (IN-STATE & OUT-OF-STATE)

YES YOU! YES NOW!

You made a great choice by 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!

Your experience matters! If you're looking for an agency with unlimited opportunities, community support and a great living for you and your family, then you have found it.

2023 UPDATE: KPD now gives lateral officers year for year service credit! That means you enter the pay scale and accrue time off based on your total years of service in qualifying Law Enforcement. We then use a combination of your education and years of service to get to your starting pay. For example, if you served 10 years with another agency and have a BA/BS (or 180 college credits) you start at **\$122,283 a year**. What are you waiting for?

Lateral Pay Scale Simplified:

Step	Monthly	Yearly (w/ holiday pay)	Education
Entry New Hire	\$7,377	\$94,660	High School/GED
18 Months	\$7,746	\$99,393	High School/GED
30 Months	\$8,208	\$105,323	High School/GED
42 Months	\$8,663	\$111,157	High School/GED
1 st Class	\$8,879	\$113,932	12 years of service or 54 mos + 90 credits
Senior Officer	\$9,182	\$117,822	18 years of service or 9 years + 90 credits or 6 years + 180 credits
Master Officer	\$9,530	\$122,283	14 years + 90 credits or 10 years + 180 credits

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

**** LATERAL BONUS:** Lateral Officers receive 80 hours of annual leave upon hire! That's right, no need to worry about time off because we have you covered. You then begin to accrue additional time as you work.

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

Lateral Requirements

- Current Peace Officer certification in Washington State or qualifying certification from another state.
- Minimum of 12 months of commissioned police experience
- No exclusions from certification in another agency, city, county or state.
- Successfully complete the lateral packet
- 70% in the command staff interview

The Hiring Process

Step 1- Initial one-page application. Complete and submit our one-page Lateral application on our website. We will then send you a Personal History Statement (PHS) to complete and return. Application found here:

<https://www.go2kennewick.com/FormCenter/Police-Dept-Forms-10/InState-Lateral-Employment-Application-79>

Step 2- PHS screening. We will begin the hiring process with your submission of a completed Personal History Statement (PHS) including the required attached documents (outlined in the instructions for the PHS). Your respective PHS and required attachments will be screened to confirm eligibility and determine whether you meet the minimum standards of employment.

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 3- 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 either face-to-face at Kennewick PD or over Zoom about your Personal History Statement. Total honesty is key in this interview.

Step 4- Command staff interview. Following your integrity interview, 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 5- Polygraph examination. If you receive a conditional offer the next step will be completion of a polygraph. Upon your successful completion of the polygraph exam, the background investigator will contact your employer, past employer(s), and references and finalize your background investigation.

Step 6- Complete medical examination and psychological screening. The conditional job offer is contingent on being deemed suitable for employment in both a medical examination and a psychological screening which take place in Kennewick. If both exams return as suited for employment you will be given a formal starting date in which you will begin your career as a Kennewick Police Officer.

NOTE: We no longer require a physical abilities test for Lateral Officers.

YOUR FUTURE AWAITS!

>> Start the process now



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