

Seattle Police Department



2017 TEST DATES :

Entry-level:

January 14th, April 8th,
July 15th & October 14th

Lateral:

February 10th – 12th
May 5th – 7th
August 11th – 13th



seattlepolicejobs.com

Am I a good fit?

It takes a special person to become a police officer, but there are many different types of people who can be great police officers. Most people enter this field because they want to help others and do good in their community.

We are looking for a group of individuals who represent our city. We are looking for people from a variety of different backgrounds, education levels, skills and interests.



Questions?

Please visit:
seattlepolicejobs.com

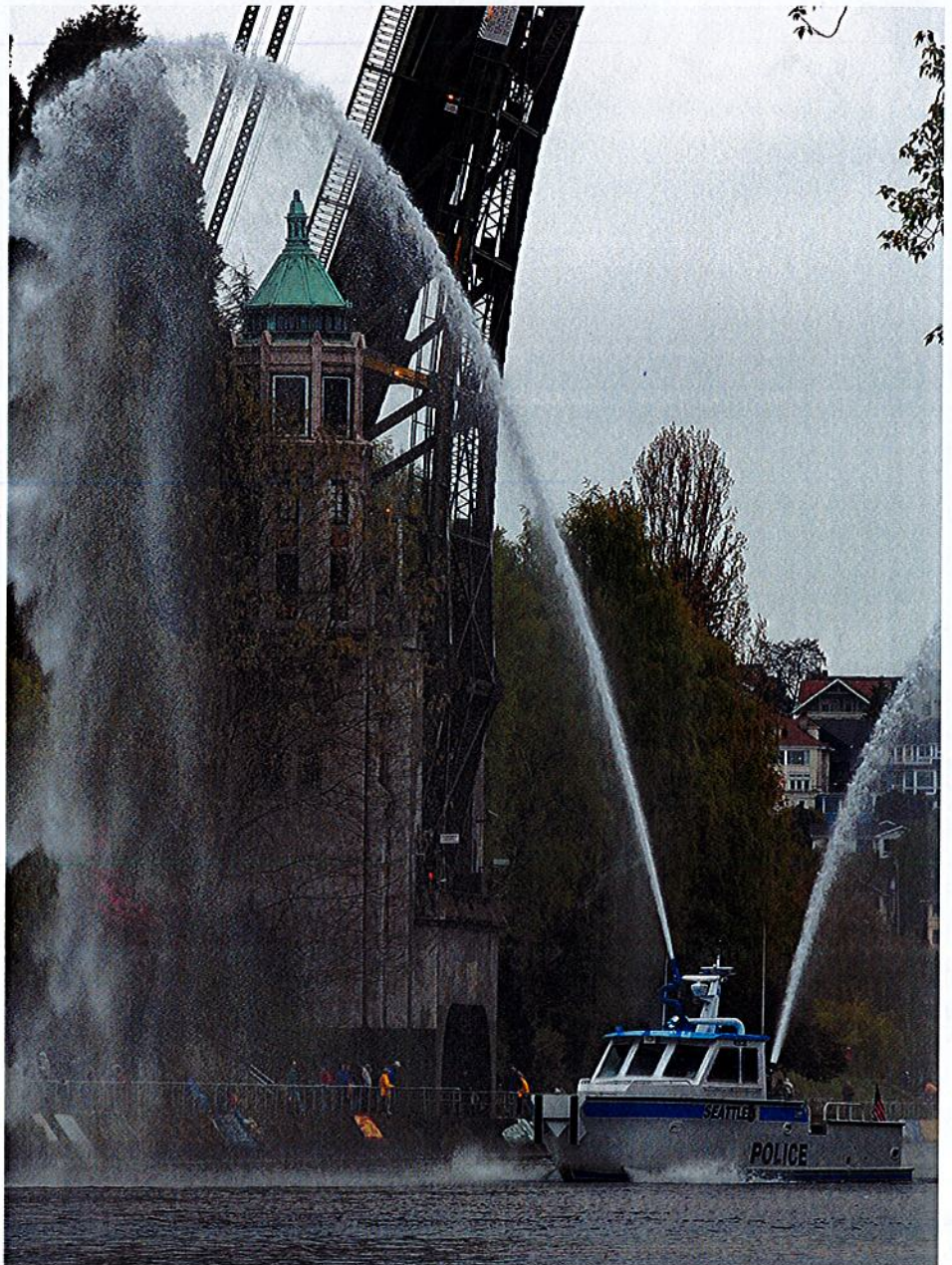
Or contact the Recruiting
Unit:

Detective Andre Sinn
andre.sinn@seattle.gov
(206) 615-0762

Detective Carrie McNally
carrie.mcnally@seattle.gov
(206) 615-0390

Now Hiring!!!

Apply On-line



Benefits

- Medical/Dental/Vision/Life Insurance
 - No extra cost for Dependent coverage for sworn officers.
 - Domestic Partner Coverage is available
- 10 paid Holidays plus 16 hours Personal Holiday Each Year
- 12 Days Paid Vacation
- 12 Days Paid Sick Leave that can be used for spouse/domestic partner, child & parent with Unlimited Accrual
- Approved Agency for G.I. Bill Benefits
- Excellent Advancement Opportunities
- Washington State LEOFF 2 Retirement System
- Optional Deferred Compensation Plan

Hours & Shifts

Police officers work all hours of the day and during weekends and holidays as needed, 24/7.

Officers work one of three watches:

First Watch 3:00 AM – 12:00 Noon

Second Watch 11:00 AM – 8:00 PM

Third Watch 7:00 PM – 4:00 AM

Once assigned to a watch, the officer stays on that watch until a change of assignment.

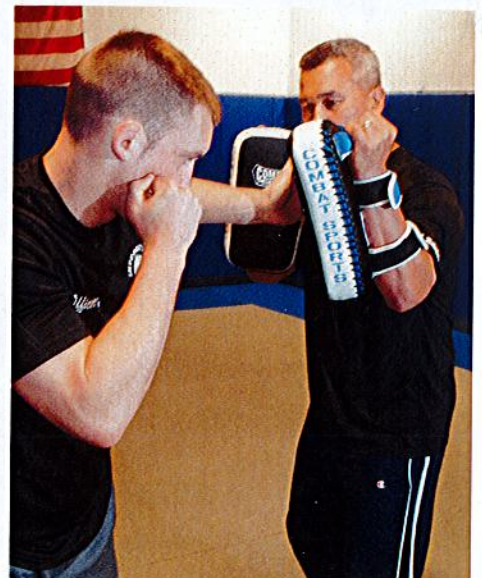
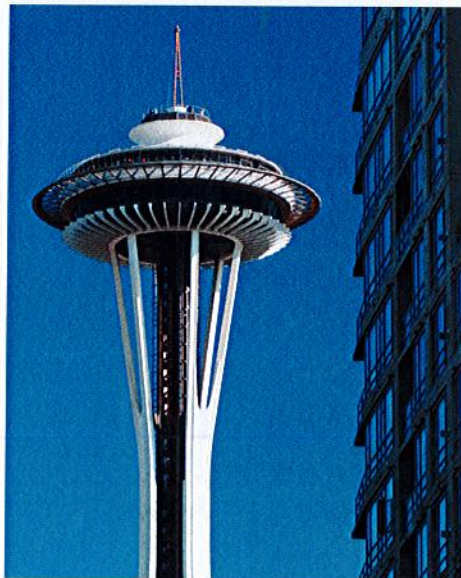
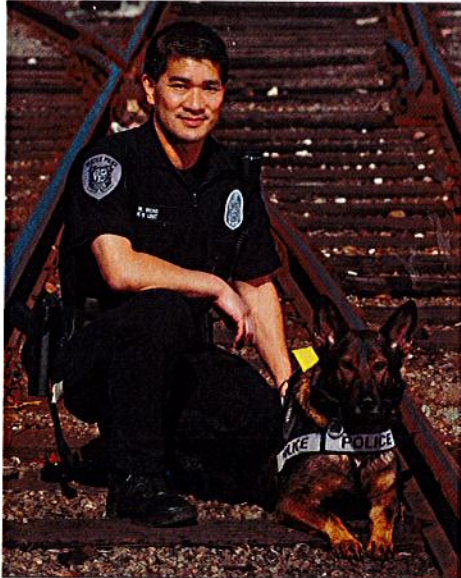
Officers work four days in a row, and then have 2 furloughs (days off). In addition to these regular furloughs, officers also accumulate 10 or 11 furlough days during the year. These are in addition to allotted days off and can be scheduled similar to vacation days.

Salary Schedule

	HOURLY	MONTHLY	ANNUALLY
Police Recruit	\$27.52	\$4,694	During Academy (720 hrs)
STEP 1 SWORN OFFICER	\$33.16	\$5,770	\$69,240
STEP 2 (6 months)	\$35.56	\$6,187	\$74,244
STEP 3 (18 months)	\$37.18	\$6,469	\$77,628
STEP 4 (30 months)	\$38.60	\$6,717	\$80,604
STEP 5 (42 months)	\$40.54	\$7,054	\$84,648
STEP 6 (54 months)	\$43.43	\$7,556	\$90,672

Why Choose the Seattle Police Department?

Great pay and benefits, and lots of opportunity . . .



Career Options

Officers typically work their first three to five years in patrol. After three years, officers are eligible to attend Detective school. Upon completion, officers are placed on the Detective Eligibility List for assignment. This is a lateral move.

After five years, officers may begin to take promotional tests. Tests for Sergeant, Lieutenant and Captain are administered every other year.

Seattle Police has over 40 different specialty and detective units. This includes K-9, SWAT, CSI, Motorcycle, Harbor Patrol, Horse Patrol, Vice, Violent Crimes, Sexual Assault, Narcotics, Domestic Violence, Internet Crimes, Gangs, Robbery, etc.

Living & Working

The city and surrounding region offer breathtaking views of mountains and water, fresh air and easy access to outdoor recreation. The area has great schools, a thriving economy and lots of local culture.

Seattle is the largest city in the Pacific Northwest, with over 600,000 residents. Yet Seattle is consistently ranked as one of the safest big cities in America.

The Seattle Police Department is an equal opportunity employer that values diversity in its workforce.

At SPD we acknowledge and honor the fundamental value and dignity of all individuals and pledge ourselves to creating and maintaining an environment that respects diverse traditions, heritages, and experiences.

Hiring & Training

To get hired, you will initially take a video test, written test and a physical agility test, followed by an oral board interview and other components of the hiring process. We offer free pre-test workshops prior to each testing cycle in order to better prepare for this process.

Once hired, you will complete 720 hours of state testing at the Washington State Criminal Justice Training center basic law enforcement academy.

After graduating from the academy you will become a student officer, spending 4 weeks at the SPD Advanced Training Unit. After that you will enter the Field Training Program and be partnered with an experienced officer. For the first year following graduation, you will be a probationary officer.

MINIMUM HIRING STANDARDS:

The following are requirements of the State of Washington to become a law enforcement officer:

AGE

An applicant must be at least 20.5 years of age at the time of taking the written exam. This requirement is necessary to ensure all police applicants will be able to legally enter all premises that SPD responds to. There is no maximum age limit. See RCW 41.12.070.

EDUCATION

Proof of high school graduation or a certified GED. See WAC 139-07-020(1)(b)(ii)

PHYSICAL FITNESS

An applicant must pass the Washington State Criminal Justice Training Commission Fitness Ability Test. See WAC 139-05-230

CITIZENSHIP

An applicant must be a United States Citizen, in order to be hired. See RCW 41.12.070 and WAC 139-07-020(1)(b)(i)

MILITARY RECORD (When Applicable)

An applicant must have been discharged under honorable conditions (Fair Employment Laws apply). See WAC 139-07-020(1)(b)(iii)

DRIVER'S LICENSE

An applicant must have a valid Washington State Driver's License *prior to being hired*. It is understood that out of state candidates won't have this at time of application, but they must get one prior to accepting a job. Driving is an essential function of this position with SPD. See RCW 46.20.001 for license rights and restrictions.

ADDITIONAL HIRING STANDARDS:

The following Seattle Police Department hiring standards and information are some of the areas that are considered during a SPD background investigation. The Department is most interested in an applicant's life history as a complete picture.

SPD understands that, at times, people encounter challenges in their lives. During the background investigation process SPD is interested in learning greater detail about those challenges, as well as the lessons the applicant has learned and the changes the applicant has made as a result.

Please be forth coming in your responses, as SPD expects honesty in this process. All disqualifications are reviewed by the Human Resources Director or their designee for final approval.

CRIMINAL RECORD

An applicant's criminal record, including all arrests, prosecutions, deferred prosecutions, 'Alford' pleas, and non-conviction information will be thoroughly assessed and *may* be grounds for disqualification.

The following examples *will* be disqualifying:

- Any adult felony conviction.
- Any misdemeanor or felony conviction while employed in a criminal justice and/or law enforcement capacity.
- Any domestic violence conviction.

TRAFFIC RECORD

An applicant's driving record will be considered on a case by case basis with the past five (5) years being the most critical. The following will be disqualifying until the time parameters have been met:

- Driving under the influence (DUI), Negligent and Reckless Driving, Hit and Run within the past five (5) years of taking the exam.
- Suspension of your driver's license as a result of a DUI within the past five (5) years of taking the exam.

EMPLOYMENT HISTORY

An applicant's employment history, including any terminations or leaving an employer in lieu of termination, will be thoroughly assessed and *may* be grounds for disqualification.

FINANCIAL

An applicant's credit history will be thoroughly assessed and *may* be grounds for disqualification. The following are areas of concern:

- Failure to pay income tax.
- Failure to pay child support.

PROFESSIONAL APPEARANCE

All applicants are expected to maintain a professional appearance at all times. SPD has the sole discretion in determining what is considered professional, as it relates to the position the applicant is applying for. Any and all tattoos, branding (intentional burning of skin to create a design), voluntary disfigurement (marring or spoiling of the appearance or shape of a body part), or scarification (intentional cutting of the skin to create a design) shall be carefully reviewed by SPD on a case-by-case basis.

RESIDENCE

Applicants are not required to live in the City of Seattle.

DRUG USE

Seattle Police guidelines for applicants relating to drug use:

In order to be considered the most competitive candidate and to increase the likelihood of continuing on in the process, the closer the applicant is to the timeline listed for the drug(s) in question the better.

- **MARIJUANA:** Has **not** used Marijuana within twelve (12) months prior to taking the Police Officer Civil Service Exam.
- **COCAINE/CRACK:** Has **not** used cocaine or crack within ten (10) years prior to taking the Police Officer Civil Service Exam.
- **CLUB DRUGS:** Has **not** used club drugs, such as, but not limited to: Ketamine, GHB, Rohypnol, or MDMA (ecstasy) within five (5) years prior to taking the Police Officer Civil Service Exam.
- **HALLUCINOGENS:** Has **not** used any Hallucinogens; PCP, Angel Dust, Wet, Phencyclidine, LSD, Mushrooms, or Psylocybin, within ten (10) years prior to taking the Police Officer Civil Service Exam.
- **OPIATES:** Has **not** used Opium, Morphine, or Heroin within ten (10) years prior to taking the Police Officer Civil Service Exam.
- **STIMULANTS:** Has **not** used Methamphetamine, Crank, Crystal, Ice, Speed, Glass, or Amphetamine within ten (10) years prior to taking the Police Officer Civil Service Exam.
- **AEROSOLS:** Has **not** inhaled aerosols, sometimes referred to as Huffing (paint) or Whippits (Nitrous Oxide) or used Khat within five (5) years prior to taking the Police Officer Civil Service Exam.
- Has **not** used four (4) or more controlled substances within ten (10) years prior to taking the Police Officer Civil Service Exam.
- Has **not** used any illegal drug(s) while employed in a criminal justice and/or law enforcement capacity.
- Has **not** manufactured or cultivated illegal drug(s) for the purpose of the sales/marketing of the drug(s).
- Has **not** sold or facilitated the sale of illegal drugs.

Department Opportunities

seattlepolicejobs.com

After successful completion of training, new officers (entry and lateral) begin working uniformed patrol. Officers are assigned to work at one of the five (5) precincts (North, South, Southwest, East, or West) located in different areas of the City.

Hours

Since the Department must have patrol officers available 24 hours a day, Officers are divided among 3 watches (shifts) at each precinct.

1st watch: 3:00 am to 12:00 noon
2nd watch: 11:00 am to 8:00 pm
3rd watch: 7:00 pm to 4:00 am

There is no mandatory watch rotation. Once assigned to a particular watch, the Officer remains on that watch until their assignment changes.

Days

The Department must also have patrol officers available 7 days a week, including weekends and holidays. Officers work 4 days in a row, and then have 2 furloughs (days off). In addition to regular furloughs (2 of every 6 days), officers also accumulate 10 or 11 additional furlough days during the course of the year. The officer in a manner similar to vacation days may schedule time off using "delayed" furloughs.

See Salary & Benefits for information regarding vacation and holidays.

Patrol Assignments

The majority of uniformed patrol officers work in marked patrol cars. Others work foot beats or bicycle patrol. Some are Field Training Officers. These officers are periodically assigned new officers recently graduated from the academy to train and evaluate.

Officers usually work at least their first 5 years in uniformed patrol assignments. Many officers choose to remain in patrol much longer or return to patrol after assignments in other units. Others choose to vary their assignments within the Department. While in patrol, officers may request reassignments to a different precinct, watch, or squad.

Some assignments outside of uniformed patrol are officer positions and some are detective positions. After 3 years in patrol, officers are eligible to attend a weeklong detective school. Upon completion of the course, officers are placed on the Detective Eligibility List and are then available for assignment to a Detective position. This is considered a lateral move, not a promotion.

The Seattle Police Department has a wide variety of specialty units. These include but are not limited to:

K-9	Traffic Enforcement	Special Activities (Seattle Center)
SWAT	Arson/Bomb Squad	Pawn Shop Detail
Harbor	Audit / Inspections	Traffic Collision Investigation
Vice	Anti-Crime Teams	Mounted (horses)
Bias Crimes	Community Police	Domestic Violence
Gangs	School Emphasis	Sexual Assault
Robbery	Community Outreach	Burglary/Theft
Narcotics	Crime Analysis	Public Information Office (PIO)
Juvenile	Missing Persons	Motorcycle
Homicide	Fraud & Forgery	Auto Theft
C.S.I.	Recruiting	Homeland Security
Backgrounds	Violent Crimes	Fugitive Warrants
Internet Crimes	Child Exploitation	Cold Cases - Homicide
DUI Squad	Criminal Intelligence	Crisis Intervention Team
Training	Office of Professional Accountability	
Range		

Promotional Opportunities

Civil Service tests are administered every other year for promotions within the Department. Tests are given for the rank of Sergeant, Lieutenant, and Captain. Assistant Chiefs are appointed by the Chief from the rank of captain.

Officers may be promoted to sergeant after 5 years of experience with the Seattle Police Department and passing the sergeant's test. Lieutenants must have at least 3 years experience as sergeants and captains must have at least 3 years experience as lieutenants. A bachelor's degree may substitute for 1 year of experience but can only be used for one promotional exam.

For More Information Please Visit:
seattlepolicejobs.com

The Seattle Police Department is an Equal Opportunity Employer that Values Diversity in the Workforce

Scoring Matrix

300 Meter Run Scoring Matrix

Seconds	Total	Seconds	Total
56	50	63.5	40
56.5	49.3	64	39.33
57	48.67	64.5	38.66
57.5	48	65	38
58	47.34	65.5	37.33
58.5	46.67	66	36.66
59	46	66.5	36
59.5	45.33	67	35.33
60	44.67	67.5	34.66
60.5	44	68	34
61	43.33	68.5	33.33
61.5	42.67	69	32.66
62	42	69.5	32
62.5	41.33	70	31.33
63	40.67	70.5	30.66
	71	30	

PUSH-UPS SCORING

Reps	Total	Reps	Total
35	50	28	40.04
34	48.62	27	38.61
33	47.19	26	37.18
32	45.76	25	35.75
31	44.33	24	34.32
30	42.9	23	32.89
29	41.47	22	31.46
	21	30	

1.5 MILE SCORING

Seconds	Total	Seconds	Total
13:35	50	14:03	39.996
13:36	49.635	14:04	3.639
13:37	49.278	14:05	39.282
13:38	48.921	14:06	38.925
13:39	48.564	14:07	38.568
13:40	48.207	14:08	38.211
13:41	47.85	14:09	37.854
13:42	47.493	14:10	37.497
13:43	47.136	14:11	37.14
13:44	46.779	14:12	36.783
13:45	46.422	14:13	36.426
13:46	46.065	14:14	36.069
13:47	45.708	14:15	35.712
13:48	45.351	14:16	35.355
13:49	44.994	14:17	34.998
13:50	44.637	14:18	34.641
13:51	44.28	14:19	34.284
13:52	43.923	14:20	33.927
13:53	43.566	14:21	33.57
13:54	43.209	14:22	33.213
13:55	42.852	14:23	32.856
13:56	42.495	14:24	32.499
13:57	42.138	14:25	32.142
13:58	41.781	14:26	31.785
13:59	41.424	14:27	31.428
14:00	41.067	14:28	31.071
14:01	40.71	14:29	30.714
14:02	40.353	14:30	30.357
	14:31	30	

SIT-UPS SCORING

Reps	Total	Reps	Total
38	50	34	40.5
37	47.625	33	38.125
36	45.25	32	35.75
35	42.875	31	33.375
	30	30	

Sit-ups timed - 1 minute

Max Points - 200

Minimum points to pass

is 160

The higher you score, the more competitive you will be in the process