



# WE ARE RICHLAND

## MAKE A DIFFERENCE

Our police personnel are dedicated to providing the product of safety and service to our community. Using our values of Teamwork, Integrity and Excellence as our guide, we are striving to uphold the highest standard of performance and ethics, while ensuring a safe environment in which to live, work and commute. We are actively pursuing innovative solutions to issues through a partnership with the community, as well as working to reduce the fear and impact of crime.



### RICHLAND, WASHINGTON

Richland is situated along the Columbia River and is known for its boundless parks and recreational opportunities. We boast diverse industry with an emphasis on STEM, excellent schools, low crime, and a family-friendly charm.

### >>> CULTURE

Our core values of *Teamwork, Integrity and Excellence* help define who we are as an organization and how we approach our work.

### >>> COMMUNITY

We are committed to being involved and engaged in our community. Our City provides ample opportunity to volunteer and make a difference in the lives of our citizens.

### >>> COMMITMENT

Each division within our organization has a strong commitment to doing the right thing. We remain steadfast in providing a high level of service to our citizens.

# JOIN OUR TEAM

## LATERAL POLICE OFFICER

Under the direction of a Police Sergeant or designee, performs police protection and other services to safeguard the lives, property and constitutional rights of the citizens of Richland; responds to crime and accident scenes, emergency situations and other requests for assistance; detects, apprehends and arrest criminals; enforces the laws and ordinances of the City and performs a variety of specialized duties as assigned.

## SALARY & BENEFITS

# \$106,988-\$131,780

### BASE SALARY (DOQ)

- Paid Training
- Medical, Dental & Vision
- Paid Life and AD&D Insurance
- State Pension & Retirement/Deferred Compensation Plan with 4.5% Match
- Retirement Health Savings (FOP)
- Vacation, Sick Leave & Comp Time
- 10 Paid Holidays (2.5x Regular Pay)
- PTO Cash Out (Up to 100 Hours Annually)
- Uniforms & Equipment Supplied
- LEOFF II Pension Plan in lieu of Social Security Contributions

## INCENTIVES

# \$ 131,780

### TOP SALARY WITH MAX INCENTIVES\*

- Education - AA 5% / BA 10%
- Longevity - 10 years 2% / 20 years 12%
- Detective Pay – 6%
- Street Crimes Unit Detective Pay – 6%
- 21 Days Paid Military Leave Per Year
- Specialty Pay: 3%
  - SWAT
  - Bomb Squad
  - Bilingual
  - Drone Team
  - M.I.R.T – Major Incident Response Team (6% while activated)
  - Instructors (7% while instructing)

Top step can be reached within 18 months\*  
Incentives can be stacked to 18%

## REQUIREMENTS

- Two (2) years continuous full-time commissioned civilian law enforcement experience
- Washington state candidates must have graduated from the Washington State Basic Law Enforcement Academy Training or other Washington State approved basic academy
- Out of state candidates must be able to successfully complete the Law Enforcement Equivalency Academy and obtain a Washington State Police Officer certification within the applicable probationary period.
- Satisfactorily complete field training provided by the Richland Police Department, before completion of probationary period

## DESIRABLE QUALIFICATIONS

- AA or BA Degree in police science, law, criminal justice or related field preferred
- Five years or more of continuous full-time commissioned civilian law enforcement experience in a city, county, state or Federal agency which includes patrol service and experience in one or more specialties (such as, SWAT, Drug Recognition Expert, Certified Bomb Technician, Vehicle Accident Reconstruction, Field Training Officer, or full-time investigative assignment)

## APPLY TODAY:

# WEARERICHLAND.ORG