



# WE ARE RICHLAND



## RICHLAND, WASHINGTON

Richland, located along the Columbia River, is renowned for its numerous parks and abundant recreational opportunities. Our city features a diverse range of industries, particularly in STEM fields, and offers excellent schools. With low crime rates and a family-friendly atmosphere, Richland is an ideal place to live.

## 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.



### 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

## POLICE OFFICER | **BENEFITS & SALARY**

# \$101,700-\$131,780

### STARTING 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

## HIRING PROCESS

Completing the testing and training as a recruit can be a rigorous process, but it ensures that each officer ultimately hired to join RPD is successfully prepared. If you have what it takes, you can be the difference.

### STEP 1 >>> APPLY

Pass the initial written and physical agility tests conducted through Public Safety Testing. Once you've applied with Human Resources, a ride along is highly recommended (but not required).

### STEP 2 >>> INTERVIEW

Pass the application screening process and oral exam. The top three candidates for each vacancy may be interviewed by the chief.

### STEP 3 >>> BACKGROUND

Pass extensive background check, including integrity interview, polygraph and psychological exam, physical, stress test, and drug and alcohol screening.

### STEP 4 >>> ONBOARDING

Complete 19 weeks of state testing at the WA State Criminal Justice Training Center Basic Law Enforcement Academy.

### STEP 5 >>> TRAINING

Academy graduates enter the Field Training Program, partnering with an experienced officer for 19 weeks.

## INCENTIVES

### \$ 131,780 TOP SALARY WITH MAX INCENTIVES\*

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

\*Lateral Officers start at \$106,988 and top out within 18 months

\* Incentives can be stacked to 18%

## REQUIREMENTS

- 21 years of age or older
- U.S. Citizen or lawful permanent resident
- High school graduate or equivalent
- Valid Washington State driver's license upon hire date
- Good moral character and use of good judgement
- Able to meet and maintain department standards for firearm qualification and all State and Federal laws to possess and carry a firearm

## DESIRABLE QUALIFICATIONS

- Two (2) years of college-level course work in police science, law, criminal justice or closely related field
- Prior military police, correctional officer, reserve and/or similar training and experience

# APPLY TODAY:

# WEARERICHLAND.ORG