



KENNEWICK POLICE DEPARTMENT

"Committed To Your Safety"

CHIEF OF POLICE
CHRIS GUERRERO

LATERAL APPLICANT (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. Depending on experience, **Lateral Officers can enter KPD with a yearly salary between \$93,767** (18 months experience, monthly-\$7308) **and \$104,865** (42 months experience, monthly- \$8173, yearly totals include holiday pay). Our **top step is \$115,361** (monthly-\$8991). What are you waiting for?

[>Check out more benefits like the 5% city contribution to deferred compensation.](#)

**** IN-STATE LATERAL BONUS:** In-State 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 THESE EMAILS AS SAFE IN YOUR EMAIL SYSTEM TO ENSURE THE PERSONAL HISTORY STATEMENT DOES NOT GO TO YOUR SPAM EMAIL.**

Blanca.Reyna@ci.kennewick.wa.us and Tausha.Lenkersdorfer@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 a face-to-face interview at Kennewick PD 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 make it through the Command Staff interview, your background may be referred for a polygraph examination, again taking place at Kennewick PD. 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, psychological screening and PAT. 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. In addition, the candidate must also demonstrate their physical readiness through a Physical Abilities Test. This test consists of three exercises all performed on the same day. The exercises are:

1. Squat Thrusts:
-3 minutes to complete a minimum of 35 squat thrusts to pass.
2. Sit Up Test
-90 seconds to complete a minimum of 25 sit ups to pass.
3. Pushup Test
-90 seconds to complete a minimum of 20 pushups to pass.

If the candidate passes the polygraph, both exams return as suited for employment and the candidate passes the PAT, you will be given a formal starting date in which you will begin your career as a Kennewick Police Officer.

YOUR FUTURE AWAITS!

>> Start the process now



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

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