



John Clary  
Chief of Police

# Toppenish Police Department

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1 West 1<sup>st</sup> Avenue  
Toppenish, WA 98948  
Tel (509) 865-1629  
Fax (509) 865-5054  
[Cityoftoppenish.us/police/](http://Cityoftoppenish.us/police/)

## Lateral Police Officer

Application Deadline: Open until filled.

**Hiring Range:** \$5,533 - \$6,667 Monthly (DOE - 2023 Rates)

To qualify as a Lateral Police Officer, the Lateral Police Candidate must be a Police Officer who is currently employed in full-time law enforcement service with a Washington State civilian law enforcement agency or equivalent and have received the Washington Criminal Justice Certification or equivalent or are in the process of successfully completing the Washington State Criminal Justice Academy; or a certified Police Officer in a State recognized by the Washington State Criminal Justice Commission; or who were employed in full-time law enforcement service with a Washington State civilian law enforcement agency or equivalent and who currently holds the Washington Criminal Justice Peace Officer's Certification or equivalent and have not had a break in service of more than twenty-four (24) months.

**The Washington Criminal Justice Training Commission (CJTC) Equivalency Reciprocity Summary** of recognized academies and the conditions that must be met can be found at:  
<https://www.cjtc.wa.gov/training-education/basic-law-enforcement-equivalency-academy>.

Officers are assigned to patrol **work 8-days a month**. This schedule is a 24.5-hour work shift with 5 hours designated as rest time. We also have a take-home-car program and alternative schedule options for specialty assignments.

**Benefits:** The City offers aggregate service credit for vacation accrual and longevity, education incentive, bilingual and other specialty pay, excellent training opportunities, family and domestic partner health benefits that include medical, dental, vision, and employee assistance program, paid vacation and sick leave, as well as 40 hours of sick leave and 40 hours of vacation leave awarded upon hiring and double time and a half pay for holidays worked throughout the year. Annual 40-hour vacation cash-out. Retirement benefits are provided through Washington State Law Enforcement Officers' and Fire Fighters' Retirement II System (LEOFF II).

**About Toppenish:** The City of Toppenish is in the Yakima Valley and has a population of approximately 9,100. The Yakima Valley boasts 300 days of sun! Within a 60-minute drive to the foot of two spectacular mountain passes, White Pass and Chinook Pass, are hiking, fishing, and abundant hunting as well as winter sports. Known for the many wineries throughout the



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Yakima Valley, breweries are now making their way onto the scene. If one runs out of things to do, Toppenish is only a two and half-hour drive to Seattle and a three-hour drive to Portland, Oregon. With the Columbia Gorge only 60-minutes away, fishing and windsurfing are abundant, along with other various outdoor activities.

The Toppenish Police Department is a full-service organization with challenging opportunities in police work for individuals who are interested in providing quality law enforcement services to the public. Its officers are charged with protecting life and property through the enforcement of laws and local ordinances including the prevention, detection and investigation of crimes and civil infractions. The position is covered under the provisions of a bargaining agreement between the City and the Toppenish Police Officers Guild (FOP).

## ADDITIONAL INFORMATION

**Minimum Qualifications:** The ideal candidate must maintain self-discipline and credibility through honest and ethical behavior and must have strong skills and abilities in a wide variety of areas including communication, creative problem solving, community service, teamwork and leadership.

**Job Requirements:** Candidates must meet the following requirements prior to the examination date:

- 21 years of age
- High School Diploma or its equivalent
- Valid Washington State driver's license
- Completed a state certified law enforcement academy
- Maintained any mandated certification such as firearms qualification and first aid/CPR
- Be a WSCJTC certified commissioned peace officer or eligible to attend the WSCJTC Basic Law Enforcement Equivalency Academy and currently meet the definition of a Lateral Police Officer as outlined in paragraph one of this notice.

The City of Toppenish requires successful completion of a thorough background investigation, and post offer psychological and medical examination including pre-employment drug screen.

Candidates must successfully complete each step of the selection process to obtain an offer of employment. Candidates may be removed from the process at any time for failing to meet the established standards.



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**Application:** All candidates must complete a City of Toppenish employment application and the additional Police Waiver. These items can be located at the City of Toppenish's website employment opportunity at [www.cityoftoppenish.us](http://www.cityoftoppenish.us)

**Structured Oral Interview:** The interview assesses law enforcement experience as well as the skills necessary to be successful as a police officer such as observation skills, problem solving ability, persuasiveness and flexibility.

**Background Investigation:** A background investigator conducts a comprehensive investigation based on information provided by the candidate in an interview and on a personal history questionnaire. The investigation also includes a behavioral traits assessment.

**Final Selection Interview:** The interview panel screens for strengths that will lead to job success.

**Post Offer Process:** Candidates who receive a conditional offer of employment must successfully complete a medical examination, including a drug screen, polygraph examination and a psychological evaluation prior to receiving a final offer of employment.

Completed, signed applications and waivers can be taken or mailed to the address listed below:

City of Toppenish  
Attn: Civil Service Secretary/Examiner  
21 W First Ave.  
Toppenish, WA 98948

Or emailed to: [civilservice@cityoftoppenish.us](mailto:civilservice@cityoftoppenish.us)

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