



City of Bellevue Police Department

ENTRY-LEVEL POLICE OFFICER

SALARY: \$5,332 to \$7,387 / month
\$63,987 to \$88,649/ year

(Does not include potential 6% educational and 4% specialty unit pay incentives or 1-3% shift differential pay)

BELLEVUE AT A GLANCE

The City of Bellevue, with an internationally diverse population of more than 139,400, is the fifth largest city in Washington and is one of the major metropolitan hubs for business and transportation in the Pacific Northwest. While preserving its neighborhoods and promoting the quality of life, Bellevue has rapidly transformed from a suburban residential community to a thriving economic and cultural center.

The Bellevue Police Department is internationally accredited through the Commission on Accreditation of Law Enforcement Agencies and is the second law enforcement agency in the state to earn the coveted "Flagship Agency" designation in 2011. Flagship Agencies are departments that have demonstrated consistent utilization of best practices and are examples to other law enforcement agencies that wish to attain CALEA accreditation. Bellevue has continuously reaccredited with excellence since 2011.

The Bellevue Police Department historically has been, and continues to be today, a national and regional leader in fields related to use of community-oriented policing, defensive tactics, less-lethal force, firearms training, domestic violence interdiction, managing registered sex offenders, explosives disposal, traffic enforcement, collision investigation, forensic evidence collection and crime scene management, community outreach, proactive media relations, integration of citizen volunteers and other facets of law enforcement.

With over 180 sworn personnel, 40 civilian support staff, and about 50 citizen volunteers, the Bellevue Police Department is committed to providing exceptional law enforcement services to our community. Our mission statement, "to provide a safe environment through community involvement and innovation" is put into practice every day.

JOB SUMMARY

This position performs investigative and general police work involving the protection of life and property, apprehension of criminal offenders, enforcement of laws and ordinances, and the preservation of peace.

Work normally involves patrol, investigation, and traffic enforcement duties, which may be performed in police vehicles, on motorcycles, on bicycles, or on foot. Bellevue Police Officers are strongly oriented toward community services and support community-based law enforcement policies. Initial assignment will be to the Patrol Section for a minimum of one year. Patrol officers work one of four shifts for a calendar year. The work week follows a seven-day "4/10" schedule (four 10-hour shifts and three days off). This schedule allows for significant shift overlap with regularly scheduled training. Most specialty units also work some type of 4/10 schedule. Officers are allowed and encouraged to exercise on duty up to 3 hours per week.

TESTING

As a Bellevue Police applicant, you will be required to successfully pass a physical agility test, general aptitude written test and video-based scenario test. Applicants, ranked upon the test results, are then invited to an oral board interview. Based upon the oral board interview results, applicants are then placed on a Civil Service eligibility list. When positions are available, a thorough pre-employment background investigation will be conducted. Upon successful completion of the investigation, applicants will receive a Conditional Job Offer and must pass a thorough medical exam, a psychological evaluation, and a polygraph exam. Information arising from the psychological evaluation and polygraph exam could be cause for further investigation and the results may disqualify an applicant. Applicants passing the medical, psychological and polygraph will receive a final offer of employment.

The City of Bellevue is an equal opportunity employer and values diversity in its workforce.



BENEFIT COMMITMENT

The City of Bellevue Police Department is committed to providing its officers with a comprehensive and competitive benefits package.

- Generous overtime and compensatory time policy
- Up to 3% shift differential pay
- Up to 6% educational pay incentive
- 4% premium pay for 10 specialty job assignments
- City-matched tax-deferred 401(k) in lieu of participation in Social Security with a 90% City match
- 457 tax-deferred compensation plan - will accept rollovers from your existing 401(k) or (a); 403(b), 457(b) or traditional IRA
- State LEOFF II retirement plan
- Generous health benefits including full medical, dental, vision, and flexible spending account (FSA)
- Free dry cleaning for certain positions
- Exercise on duty (two 1.5-hour workouts/week)
- Comprehensive Quartermaster program supplies 100% of issued equipment, uniform and weapons
- Generous professional development and training opportunities, minimum of 24 hours/year
- Employee Assistance Plan (EAP)
- Tuition reimbursement program for Associate and Bachelor degrees
- 12 recognized holidays with holiday pay
- Standard vacation accrual of 8.7 hours/month rising in steps to 14.7 hours/month at 20 years of service; 10 additional hours of vacation accrued per year for each year of service beyond 21
- 8 hours of vacation earned per year for no use of sick leave
- Annual \$100 safe driving award
- Clothing allowance up to \$400/year for plainclothes assignments (Detectives, PIO, Training)
- City-provided \$50,000 life insurance (no cost to employee) in addition to State LEOFF II insurance
- Plentiful off-duty employment opportunities
- Secure underground employee parking
- Free annual pass (ORCA card) for regional bus/light rail transit

APPLICANTS MUST MEET THE FOLLOWING REQUIREMENTS

Applicants must be 21 years of age and a US citizen that can read and speak fluent English. Must be in excellent physical condition and possess, or be able to obtain and retain, a Washington State driver's license.

Educational requirements: Must have 90 quarters or 60 semester credit hours completed at an accredited

institution of higher education OR qualify for education exemption by: 1) Having served active duty in the US military three or more years and have been honorably discharged; or 2) Honorably discharged from military reserve with more than 180 days of activation; or 3) Having three years of full-time law enforcement experience.

No felony convictions.

No use of marijuana within 12 months of date of application.

No illegal use or possession of any illegal drug within the past three years. No illegal sale of any drug.

Have normal color vision.

Misdemeanor convictions, including traffic violations, will be reviewed on a case-by-case basis.

Be able to comply with the Bellevue Police Department policy on tattoos and body decorations.

A Bellevue Police Officer must also be able to present credible testimony in a court of law. Other minimum requirements exist but are not listed on this document.

Applicants who have failed the background process may reapply 36 months from the date of the background investigation.

SPECIALTY UNITS and ASSIGNMENTS

Field Training, Narcotics, Detectives (Property, Violent Crime, Special Assault, Domestic Violence, Crime Prevention, Crime Analysis, Vice/Human Trafficking, Computer Forensics, Remote Surveillance), Bomb Squad, SWAT, Traffic Enforcement, K-9, Accident Investigation, Hostage Negotiations, Evidence Technicians, Bicycle Patrol, Gangs, School Resource Officer, Training, Community Station Officers, Public Information, Firearms Instructor, Defensive Tactics, Courts & Custody, Special Enforcement Team, Drug Recognition Expert, Polygraph Examiner, Forensic Artist

TO APPLY

For more information and to apply online, go to www.bellevuepolice.net or www.NationalTestingNetwork.com.

