



## INTERESTED IN A CAREER AS A LAW ENFORCEMENT OFFICER WITH THE BAINBRIDGE ISLAND POLICE DEPARTMENT?

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### **The Application Process**

1. Visit [www.publicsafetytesting.com](http://www.publicsafetytesting.com) and test your aptitude for a career in law enforcement.
2. Based on your test results, you may be invited by the City of Bainbridge Island's Civil Service Commission (CSC) to participate in "oral boards" which are comprehensive oral interviews.
3. After completing the oral boards, your name may be added to the CSC hiring eligibility list.
4. As officer positions with the BIPD become available, the CSC provides the Chief of Police with the names and contact information of candidates on the hiring eligibility list. The Chief then directs that candidate background investigations begin. The investigations usually include a criminal background check, a review of credit history, tax returns, and personal interviews with current and former employers, family members, friends, neighbors, and references.
5. After successfully undergoing a background investigation with no disqualifiers, candidates *may* be presented with a conditional offer of employment. Conditional offers are dependent on whether the candidate successfully completes additional aptitude, competency, and personality testing, as well as a mental health assessment and a polygraph examination.
6. After successfully completing all the steps above, candidates *may* be presented with an offer of employment by the City of Bainbridge Island as a police officer.

### **The Training Process**

After being hired, entry level officers undergo four months of intensive training and assessment at the "Basic Law Enforcement Academy" facilitated by the Washington State Criminal Justice Center. Lateral officers (those with previous law enforcement experience) participate in an abbreviated program. Officers receive a full salary during the training period.

After successfully completing one of the training programs above, officers then enter field training, an additional three months of on-the-job training and assessment with BIPD partner officers. During this portion of the training, officers learn about department policy, island geography, and local regulations, laws, and ordinances.

After successfully completing field training, officers begin patrolling on their own while concurrently undergoing a standard period of probation and evaluation. In all, it may take up to 10 months to bring an entry level officer to the point where he or she is patrolling on their own. For lateral candidates, this time is abbreviated.

For more information, contact Kate Brown, the City's Human Resources Manager. Kate can be reached at 206-780-8593 or [kbrown@bainbridgewa.gov](mailto:kbrown@bainbridgewa.gov).