

## **Black Diamond Police Department JOB ANNOUNCEMENT**

**Entry Level Police Officer**

**Salary: Starting at \$5163 (Step 1) to \$7626 (Step 5) Monthly.  
(\$61,956- \$91,512 Annually)**

City Hall: 24301 Roberts Drive, PO Box 599,  
Black Diamond, WA 98010.

**Opening Date:                    Immediate**

**Closing Date:                    Open until filled (1<sup>st</sup> round of interviews in January 2021)**

**Benefits:**

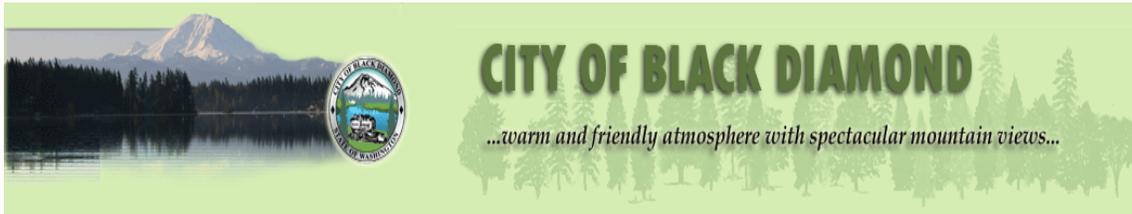
- Medical, vision, dental and orthodontia plans are provided for employee and family with premium partially paid by the City.
- Employees receive sick leave, vacation, plus 110 hours of holiday time per year
- Education incentive offered 2% for AA, 4% for BA and 6% for master's degree.
- Retirement benefits are with the Washington State Public Law Enforcement Officers' and Fire Fighters' Retirement System II.
- The City of Black Diamond also offers a voluntary deferred compensation plan through the Department of Retirement Systems.
- Take home car program and currently on a 4-10 hour schedule.
- \$700 per year uniform allowance.

**The Position:**

This position is a civil service position represented by the Black Diamond Police Officers Association and the Fraternal Order of Police (FOP).

**Primary Duties:** This is general duty police work involving the protection of life and property, the enforcement of laws and ordinances, prevention and investigation of crimes, and the maintenance of order. Work is performed according to departmental regulations and procedures.

- Respond to calls and complaints that involve emergencies, vehicle accidents and other incidents;
- Train and use firearms safely in accordance with departmental rules;
- Drive a patrol car under normal and adverse conditions;
- Proactively patrol the City of Black Diamond;



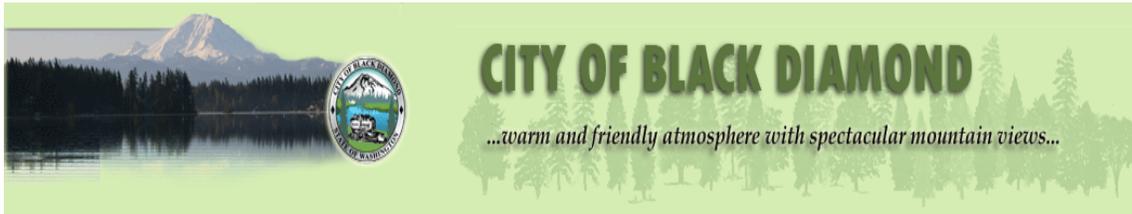
- Resolve potentially volatile and dangerous situations in a calm, confident, and effective manner;
- Issue citations, make arrests, book and transport suspects;
- Enforce City, State and Federal laws and adhere to departmental policies;
- Exercise powers of arrest and control and act as the primary investigator of all crimes occurring within the city;
- Provide emergency assistance and intercede in domestic disputes to resolve, maintain, peace and protect those involved;
- Write/ prepare clear and comprehensive reports;
- Physically directs traffic when required and investigated traffic accidents in various traffic and weather conditions;
- Secure crime scenes, collect evidence and property as policy requires;
- Interrogate possible suspects; prepare paperwork, present evidence and testimony in legal and administrative proceedings;
- Take direction from police supervisors as necessary;
- Conduct Marine Patrol and enforce boating laws and regulations.

### **Qualifications:**

In accordance with applicable federal, state and local law, the Black Diamond Police Department provides equal opportunities for applicants and employees, regardless of race, gender expression, age, pregnancy, religion, creed, color, national origin, ancestry, physical or mental handicap, genetic information, veteran status, marital status, sex or any other protected class or status. The Department does not show partiality or grant any special status to any applicant, employee or group of employees unless otherwise required by law.

**The Department will recruit and hire only those individuals who demonstrate a commitment to service and who possess the traits and characteristics that reflect personal integrity and high ethical standards.**

- High School graduate or GED equivalent.
- Successful completion of the Washington State Criminal Justice Training Commission Basic Law Enforcement Academy (BLEA) or its equivalent with Washington BLEA Equivalency Academy.
- Ability to meet physical, medical and background standards for Police Officers as established by the City.
- 21 years of age at time of application.
- United States Citizen.
- A valid Washington State Driver's License upon hire and acceptable driving record.



## **Disqualifiers:**

### **Illegal Use or Possession of Drugs**

The following examples of illegal drug use or possession will be considered automatic disqualifiers for public safety applicants, with no exceptions:

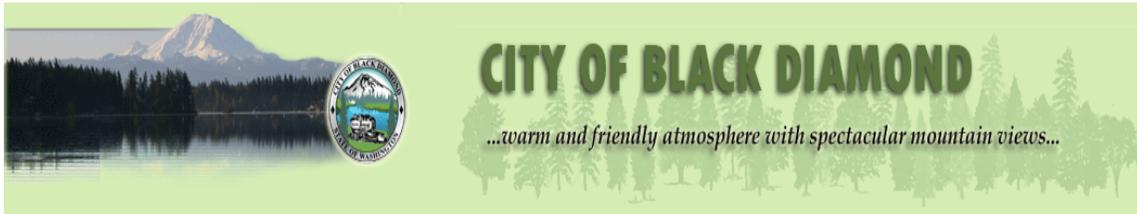
- Any adult use or possession of a drug classified as a hallucinogenic within seven years prior to application for employment.
- Any adult use or possession of marijuana within one year prior to application.
- Any other illegal adult use or possession of a drug not mentioned above (including cocaine) within three years prior to application for employment.
- Any illegal adult use or possession of a drug while employed in any law enforcement capacity or military police.
- Any adult manufacture or cultivation of a drug or illegal substance.
- Failure to divulge to the Department any information about personal illegal use or possession of drugs.
- Any drug test failure of the applicant, during the hiring process.

### **Operation of a Motor Vehicle**

- Receipt of three or more moving violations (or any single violation of a potential life-threatening violation, such as reckless driving, speed contest, suspect of a pursuit, etc.) within three years prior to application. Moving violations where there is a factual finding of innocence shall not be included.
- Involvement as a driver in two or more chargeable (at fault) collisions within three years prior to date of application.
- A conviction for driving under the influence of alcohol and/or drugs within three years prior to application or any two convictions for driving under the influence of alcohol and/or drugs.

### **Criminal Activity:**

- Any adult felony conviction.
- Any misdemeanor, or felony conviction while employed in a criminal justice capacity (including volunteer, intern, Explorer, and reserve positions).
- Any conviction of any crime under a domestic violence statute.
- Unlawful sexual misconduct.



**Employment:**

- Dishonorably discharged from the United States armed forces.
- Lying, omitting, or falsifying information during any stage of the hiring process.
- Pattern of poor work performance based on evaluations or discipline.

**Financial:**

- Failure to pay income tax or child support.
- Current credit accounts or unresolved accounts in collection will be carefully reviewed.
- Pattern of bankruptcy, repossessions, late payments, and/or bills in collections or excessive debt.

**To Apply:**

The recruitment is to establish an eligibility list for potential vacancies in early 2021. For more information, contact Commander Brian Martinez at [bamartinez@blackdiamondwa.gov](mailto:bamartinez@blackdiamondwa.gov)

To apply for this position please fill out and submit an [application](#) to the HR Manager, Brenda Martinez, [bmartinez@blackdiamondwa.gov](mailto:bmartinez@blackdiamondwa.gov) or at City Hall: 24301 Roberts Drive, PO Box 599, Black Diamond, WA 98010.

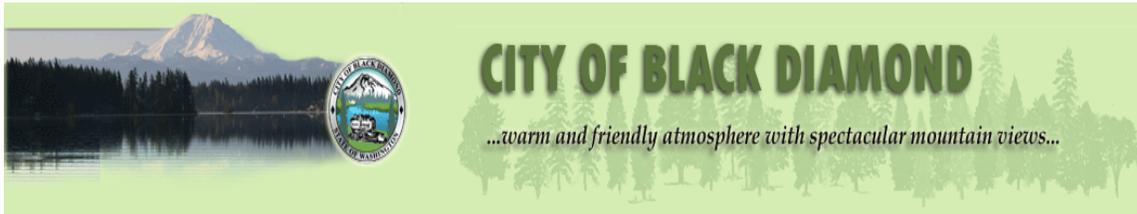
The top candidates with scores from Public Safety Testing will be interviewed in January 2021. This position is open until filled. <https://www.publicsafetytesting.com/>

**About our city:**

The City of Black Diamond was incorporated in 1959 but was first established as a community in the late 1880s for the mining of coal. At the turn of the century the town was a major exporter of coal in the region. The Pacific Coast Coal Company in Black Diamond became the largest coal mining operation on the West Coast. Some historic buildings retain their original locations.

Black Diamond offers a warm and friendly rural, small town atmosphere with spectacular mountain views. The city is nestled in the foothills within miles of the beautiful Green River Gorge and Flaming Geyser Park.

The City is on the verge of growth. At approximately 5,000 citizens, population projections are expected to reach approximately 20,000 over the next 15 years.



## **DEPARTMENT MISSION STATEMENT AND VALUES**

### **Vision**

With our values at the forefront, the Black Diamond Police Department will be an open, friendly, and community-minded organization devoted to quality public service. We aspire to be a model of character and service. We will emphasize the development of professional knowledge and leadership skills at every level of our organization. We will promote an atmosphere of public trust and confidence through professional conduct, being responsive to community needs, and being accountable to those we serve.

### **Mission Statement**

The Black Diamond Police Department will strive to maintain the trust and confidence of our citizens through pro-active policing and demonstration of our core values.

### **Our Values**

#### **1) INTEGRITY**

Committed to providing quality service by consistently holding ourselves to the highest moral and ethical principles.

#### **2) PROFESSIONALISM**

Committed to providing the community with exceptional law enforcement by developing our personnel through effective training and leadership.

#### **3) EXCELLENCE**

Committed to providing innovative solutions to issues by working in partnership with our community.

#### **4) TEAMWORK**

Committed to providing a quality work