





TENINO POLICE CHIEF BRIEFING

- **Application**
- **Hiring Process**
- **Meet and Greet**
- **Hire**

APPLICATION

- *“Are you legally eligible for employment in the USA?”* **However, per the U.S. EEOC....**

“Most employers should not ask whether or not a job applicant is a United States citizen before making an offer of employment.

Federal law also prohibits employers from conducting the Form I-9 and E-Verify processes before the employee has accepted an offer of employment. Applicants may be informed of these requirement in the pre-employment setting by adding the following statement on the employment application:

“In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.”

HIRING PROCESS

- Announcement – Outreach
- Application Screening
- Interview Panel (Community Members: Chamber, TSD member and TPD)
- Meet & Greet finalist(s)
- Conditional job offer
- BI, Polygraph, Psychological, Medical exam
- Job offer and Swearing-in

SALARY SURVEY (COMPARABLES)

CITY	POPULATION	# of OFFICERS	SALARY
TOLEDO	800	1	5071 to 6085
McCLEARY	1834	3	7107 to 8000
NAPAVINE	2085	2	5378 to 6042
CASTLE ROCK	2370	4	7500 to 8750
WINLOCK	1400	3	1400 to 2691
TENINO	1800	3	4470 to 5570

*Winlock: As of July 2019, they started up their own Police Department after ending contract services with Toledo Police.

TO BE COMPLETED - DETERMINED

- Alter the City Application
 - Name Interview Panel
 - Site Selection
 - Salary Determination
 - Announcement
 - Selection