



## TENINO POLICE CHIEF BRIEFING

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

# HIRING PROCESS

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- 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 + 15% (5140 to 6405)

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

# TO BE COMPLETED - DETERMINED

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