

**CITY OF SNOHOMISH
Snohomish, Washington**

ORDINANCE 1987

AN ORDINANCE OF THE CITY OF SNOHOMISH RELATING TO COMMUNITY POLICING AND CIVIL SERVICE; AUTHORIZING PARTICIPATION IN THE POLICE CORPS PROGRAM AND SPONSORSHIP OF CANDIDATES; AND AUTHORIZING THE CIVIL SERVICE COMMISSION TO APPROVE CANDIDATES FOR APPOINTMENT TO EMPLOYMENT UPON SATISFACTORY COMPLETION OF THE POLICE CORPS PROGRAM.

**THE CITY COUNCIL OF THE CITY OF SNOHOMISH, WASHINGTON,
DO ORDAIN AS FOLLOWS:**

Section 1. Recitals and Findings.

- 1.1 The United States has adopted the Police Corps Act as Title XX, Subtitle A of the Violent Crime Control and Law Enforcement Act of 1994. 42.U.S.C. §§ 14091 *et seq.* The purposes of the Police Corps Act are to:
- (1) Address violent crime by increasing the number of police with advanced education and training on community patrol; and
 - (2) Provide educational assistance to law enforcement personnel and to students who possess a sincere interest in public service in the form of law enforcement.
- 1.2 The State of Washington is sponsoring, through the Criminal Justice Training Commission, the Police Corps Program in the state of Washington.
- 1.3 A description of the Police Corps Program is attached to this Ordinance as **Appendix 1**.
- 1.4 The City endorses the Police Corps Program and seeks to participate in the program through sponsorship of qualified candidates.
- 1.5 It is the purpose of this ordinance to authorize participation of the City of Snohomish as a sponsoring agency for Police Corps candidates and to provide for integration of the Police Corps Program into existing civil service and hiring programs.

Section 2. Police Corps Authorized. The City of Snohomish hereby authorizes the participation in the Washington Police Corps Program, subject to the terms and

conditions of the Police Corps Program. Subject to the review and approval of the City Attorney, the City Manager is authorized to enter into contracts necessary for the implementation of the Police Corps Program and sponsorship of Police Corps candidates.

Section 3. Civil Service Integration.

- 3.1 Candidates for the Police Corps Program, sponsored by the City, shall be reviewed and approved by the Civil Service Commission and appointing authority prior to sponsorship.
- 3.2 Police Corps candidates shall be subject to all requirements of employment qualification, including, but not limited to, background testing, polygraph, and other evaluations (collectively, “testing”). Testing may be employed both prior to sponsorship and following completion of the program.
- 3.3 Following approval of sponsorship by the Civil Service Commission and the appointing authority, a candidate may be sponsored by the City. Upon successful graduation from the Police Corps, certification by the Washington Criminal Justice Training Commission, and completion of all testing, the candidate shall be employed as a probationary employee of the City subject to 42 U.S.C. §14096 and regulations applicable to all law enforcement officers of the City.

Section 4. Ratification and Confirmation. All acts consistent with and prior to the effective date of this ordinance are hereby ratified and confirmed.

Section 5. Severability. If any section, subsection, sentence, clause, phrase or word of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality thereof shall not affect the validity or constitutionality of any other section, subsection, sentence, clause, phrase or word of this ordinance.

PASSED by the City Council and APPROVED by the Mayor this 17th day of July, 2001.

CITY OF SNOHOMISH

By _____
A. Douglas Thorndike, Mayor

ATTEST:

APPROVED AS TO FORM:

By _____
Torchie Corey, City Clerk

By _____
Grant K. Weed, City Attorney

Date of Publication: July 21, 2001

Effective Date (5 days after publication): July 26, 2001 _____



The Police Corps

The Police Corps is designed to address violent crime by helping police and sheriffs' departments increase the number of officers with advanced education and training assigned to community patrol. The program, which operates within states that have submitted an approved state plan, is designed to motivate highly qualified young people to serve our cities and counties as police officers and sheriffs' deputies. It does this by offering Federal scholarships on a competitive basis to college students who agree to serve as police for at least four years. Participants who seek baccalaureate degrees begin their work as police upon graduation from college. Those who pursue graduate study complete their service in advance. Participants become members of state and local police departments in geographic areas that have the greatest need for additional police officers. All serve on community patrol.

The Police Corps reduces local costs of hiring and training excellent new officers. The Federal government pays for rigorous law enforcement training for each Police Corps participant. In addition, the Federal government pays the state and local police departments that hire participants \$10,000 for each of a participant's first four years of service.

The Police Corps offers powerful incentives for a diverse pool of highly qualified men and women to enter policing

Students accepted into the Police Corps receive up to \$7,500 a year to cover the expenses of study toward a baccalaureate or graduate degree. Allowable educational expenses for full-time students include reasonable room and board. A student may receive up to \$30,000 under the program. To be eligible for the Police Corps, a student must attend (or be about to attend) a public or non-profit 4-year college or university. Undergraduate participants must attend full time. Students who attend community college are eligible once they transfer to a 4-year institution. Participants may choose to study

criminal justice and law enforcement or may pursue degrees in other fields. Men and women of all races and ethnic background are eligible, regardless of family income or resources.

All participants must possess the necessary mental and physical capabilities and moral characteristics to be an effective police officer, be of good character, meet the standards of the police force with which they will serve, and demonstrate sincere motivation and dedication to law enforcement and public service. Although the Police Corps is designed primarily for men and women with no prior law enforcement experience, at this time a limited number of persons with policing experience who demonstrate special leadership potential and dedication may participate. Any such individual participates on the same terms and conditions as all other participants.

Students interested in the Police Corps apply to the "lead agency" of the participating state in which they wish to serve. Applications are then evaluated on a fully competitive basis based on defined selection criteria. No exceptions from the competitive selection standards are permitted. States with Police Corps programs are expected to advertise the availability of scholarships to the full range of prospective participants and to make special efforts to encourage applications from among members of all racial, ethnic and gender groups.

Police Corps participants complete a rigorous 16 to 24-week training program

All Police Corps participants must satisfactorily complete the rigorous 16 to 24 week Police Corps training program. Paid for by the Federal government, this basic police training is intended to teach the knowledge, skills and attitudes essential to effective service on community patrol, to develop the physical, moral and analytical capabilities of the participants, and to teach self-discipline and organizational loyalty. At the conclusion of the training, all participants must satisfy high performance standards for physical, mental and emotional fitness. Training may take place at Federal regional training

centers or at a designated state facility that offers a training program "substantially equivalent" to the Police Corps training program. The police departments in which individual participants will serve provide additional training as appropriate.

Police Corps participants serve where most needed

Police Corps participants become members of police or sheriffs' departments in geographic areas that have the greatest need for additional police officers. Each participant is tentatively assigned to an interested police or sheriff's department at the time he or she is accepted into the Police Corps. Prospective participants must meet all requirements (other than age) for admission as a trainee to the department in which he or she will serve. No more than 10 percent of a state's participants may be assigned to the state police.

The Police Corps brings more officers into community patrol

Police Corps participants must be placed on community patrol. Wherever feasible, they must serve all four years on community patrol. The program encourages states to design their plans so that, where practical, participants can be assigned to areas of great need that are near their homes.

Police departments receive cash assistance

Police and sheriffs' departments that employ Police Corps participants receive \$10,000 per participant for each year of required service, or \$40,000 for each participant who fulfills the 4-year service obligation. By statute, however, no department may receive this payment for any year in which the average size of its force (excluding Police Corps participants) has declined by more than 2 percent since January 1, 1993, or in which it has laid off officers.

Participants have the same rights and responsibilities as other officers of the same rank and tenure

Police Corps participants have all of the rights and responsibilities of — and are subject to all rules and regulations that apply to — other members of the police departments with which they serve. They must be compensated at the same rate of pay and receive the same benefits as other officers of the same rank and tenure.

State lead agencies work in cooperation with local agencies and organizations

Each state's lead agency is expected to consult and coordinate with local law enforcement officials and representatives of police labor and management organizations, as well as other appropriate state and local agencies.

The Police Corps will create a pool of informed citizens who understand the challenges of policing

Police Corps participants may, but need not, remain in policing after they serve for four years. Many no doubt will choose policing as their career; others may return to civilian life and pursue other professions. Officers who return to civilian life will become a vital resource — they will represent a reservoir of informed citizens who understand "from the inside" the challenges of modern policing and the many demands that police must satisfy.

All educational assistance is contingent

If a Police Corps participant does not satisfactorily complete his or her education, training and service obligations, he or she must repay all scholarships and reimbursements received through the program, plus interest.

Scholarships are available to dependent children of officers killed in the line of duty

In participating states, the Police Corps offers college scholarships to dependent children of police officers killed in the line of duty. An eligible student may receive up to \$30,000 to cover the educational expenses associated with attending any accredited institution of higher education. Dependent children incur no service or repayment obligation. The application process for eligible dependent children is non-competitive.



For more information

States interested in participating in the Police Corps may obtain guidelines for state plans and related information from the Office of the Police Corps and Law Enforcement Education, U.S. Department of Justice, 810 Seventh St. NW, Washington DC 20531.

Individuals and police departments interested in participating in the Police Corps should contact the appropriate state lead agency. Information on participating states and agency contacts is available through the U.S. Department of Justice Response Center at 1-800-421-6770 or the Office of the Police Corps at the address given above.

Service

What Is the Police Corps?

The Police Corps is a national college scholarship program signed by President Clinton and funded by Congress in 1996. The State of Washington was selected by the U.S. Department of Justice to recruit and train college graduates to serve four years as community police officers. Washington State Police Corps graduates will be fully sworn members of their employing agencies, with all of the regular powers and duties of a commissioned police officer. To recruit these candidates, we're making a special offer... in addition to salary and benefit packages from your employing agency, the Washington State Police Corps will reimburse you for up to \$7500 per school year for your college education. These funds cover educational expenses including tuition, room and board, books and supplies. To get started we are recruiting 1997 and 1998 college graduates, and students who will graduate in 1999.

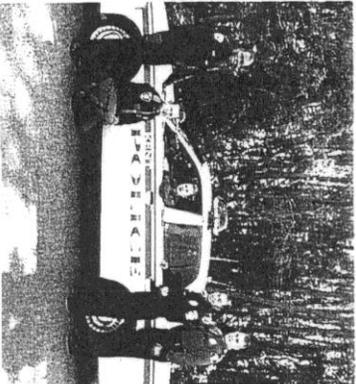
Why the Police Corps?

The Washington State Police Corps needs you to apply your talents to one of the most challenging issues. As a community, the need to eliminate crime and violence and reclaim our community is paramount. We need to ensure the safety of our neighborhoods where you, our children, and older citizens can live without fear. Essential to this goal is the need for a group of committed and skilled law enforcement personnel. The Washington State Police Corps offers this opportunity to those individuals.

Commitment

What are the Requirements?

- Preferred recent graduate of an accredited four-year college or university. However, all students are encouraged to apply.
 - You must successfully complete the Washington State Police Corps Training Program.
 - You are obligated to serve a four-year term as a community patrol officer with your employing law enforcement agency.
- You must meet all appropriate agency hiring requirements.



The Police Corps Offers:

- Up to \$30,000 reimbursement for prior college tuition-related expenses.
- A 16-week training program, which includes a \$250 weekly stipend.
- An exciting career opportunity in the criminal justice field.

Performance

What Will I Learn?

If you are selected, you will receive 16 weeks of professional training. You will be trained by veteran police officers, community leaders, education professionals, victims of crime and others in the law enforcement arena. You will read and write, do push-ups and learn to handle yourself physically as well as mentally. You will learn to safely handle and shoot a firearm. You will learn problem solving techniques and how to conduct community meetings. In addition, you will learn how to conduct interviews, perform arrest procedures and console a victim.

What Will I Do?

After successfully completing the 16-week training program, you are obligated to serve a minimum term of four years as a police officer. You will make a difference! You will assist in the establishment of a community safe for the young and old. You will interview suspects and solve crimes. Through partnerships with your community, you will assist in making neighborhoods safer places to live. You will learn valuable skills about human interaction, psychology and problem solving lessons necessary for a police officer, or any other profession you choose. Residents of the community will benefit from your training, judgement and self-discipline. The Washington State Police Corps will give you personal and professional experience that any future employer will value.