



King County KCSO Polygraph Examiner

SALARY	\$50.70 - \$64.26 Hourly \$105,456.00 - \$133,660.80 Annually	LOCATION	Seattle, WA
JOB TYPE	Civil Service, Full Time, 40/hrs Wk	JOB NUMBER	2024CBM21932
DEPARTMENT	KCSO - Sheriff's Office	OPENING DATE	05/24/2024
CLOSING DATE	6/9/2024 11:59 PM Pacific	FLSA	Non-Exempt
BARGAINING UNIT	H9 : PSEU-Non-Comm's KCSO	FULL- OR PART-TIME	Full Time
HOURS/WEEK	40 hours/week		

Summary

The King County Sheriff's Office (KCSO) is seeking a skilled Polygraph Examiner. This position will administer pre-employment and criminal investigation polygraph exams. This position will report to the Human Resources background investigation team and will be an integral member of the KCSO Criminal Investigations unit.



With over 1,200 employees, the KCSO serves the law enforcement needs of over half a million people in unincorporated areas and our twelve contract cities. The KCSO also provides police departments for the Muckleshoot Tribe, Metro Transit, and the King County International Airport. We are committed to meeting the needs of King County's 2.2 million residents. The King County Sheriff's Office [Guiding Principles](#) informs how we do business, and we encourage candidates who share our values of Leadership, Integrity and Service and Teamwork to join our team.

Job Duties

This specialized body of work, requiring strict adherence to the highest ethical standards. As a KCSO Polygraph Examiner you will:

- Administer polygraph exams using current interviewing methods.
- Conduct intensive pre-test interviews and polygraph exams for deputy and civilian candidates seeking employment with the KCSO.

- As required, interview and interrogate suspects, victims, witnesses, and other persons involved in KCSO investigations.
- Establish and maintain effective working relationships with KCSO personnel.
- Communicate effectively with individuals from diverse backgrounds or who may have limited English proficiency.
- Write legally admissible statements on all examinations.
- Prepares comprehensive and confidential investigative reports, prepare expert testimony for King County District and Superior Court, working with detectives and prosecutors as needed.
- Score and evaluate polygraph charts for suitability and analysis.
- Operate, maintain, and calibrate polygraph instruments.
- Perform other duties as assigned.

Experience, Qualifications, Knowledge, Skills

To qualify for this position, candidates must be certified as a polygraph examiner from a program that meets the American Polygraph Association (APA) or American Association of Police Polygraphers (AAPP) accreditation standards.

Qualified candidates will also have:

- Experience conducting a minimum of 150 polygraph examinations.
- Knowledgeable of Federal and local laws relating to pre-employment investigations.
- Knowledgeable of interviewing and interrogation techniques.
- Excellent verbal and written communication.
- Skilled in learning and applying new policies and procedures in accordance with changing laws and regulations.
- Developed interpersonal skills; culturally sensitive and equitable when engaging with all people.

Ideal candidates will have:

- An associate or full membership with APA or AAPP.
- Experience in law enforcement or other criminal justice agency.
- Experience conducting polygraphs for criminal investigations, using current interviewing and interrogation techniques.

Position Information:

- As a condition of employment, the incumbent will become an associate member of APA or AAPP within a year of hire. The Sheriff's Office will support the incumbent to meet and maintain standards required to achieve full membership with for APA or AAPP.
- This position is classified as a civil service, career service, non-exempt (overtime eligible) position.
- It is represented by Public Safety Employees Union (PSEU) non-commission professional staff.
- The usual work week for this position is 40 hours per week (weekdays, approximately 8:00 AM to 5:00 PM). Hours may vary based on business need, and may include some occasional early morning, evening, and weekend hours.
- This position is based at the King County Courthouse in downtown Seattle with an eventual move to Renton.

Application Process:

Complete an online employment application via governmentjobs.com.

- Applications must be current and include relevant employment history. Resumes are not accepted in lieu of a completed job application. Applications that state "see my resume" are considered incomplete and will not be considered.
- The employment history should go back ten (10) years if you have ten years of employment (or more to include all relevant experience).
- Before completing the application, review the complete list of [KCSO Automatically Disqualifying Behaviors](#).
- Applications will be evaluated for clarity and completeness.

Applicants who meet the qualifications for the position will move forward to the oral board exam.

King County Civil Service:

This is a Civil Service position open to King County employees and the general public. This recruitment will establish an

employment list (valid for one year) to fill current and future Polygraph Examiner vacancies within the King County Sheriff's Office.

This recruitment will be administered in accordance with the King County Civil Service Rules.

Access to the Civil Service Rules can be found at: [Civil_Service_Rules_090315.ashx \(kingcounty.gov\)](#)

For more information regarding this recruitment, please contact:

Brannon Mark, Civil Service Administrator

bmark@kingcounty.gov

206-263-1885

Supplemental Information

Forbes named King County as one of Washington State's best employers.

Together, with leadership and our employees, we're changing the way government delivers service and winning national recognition as a model of excellence. Are you ready to make a difference? [Come join the team](#) dedicated to serving one of the nation's best places to live, work and play.

Guided by our "True North", we are making King County a welcoming community where every person can thrive. We value diversity, inclusion and belonging in our workplace and workforce. To reach this goal we are committed to workforce equity. Equitable recruiting, support, and retention is how we will obtain the highest quality workforce in our region; a workforce that shares and will help advance our guiding principles - we are one team; we solve problems; we focus on the customer; we drive for results; we are racially just; we respect all people; we lead the way; and we are responsible stewards. We encourage people of all backgrounds and identities to apply, including Native American and people of color, immigrants, refugees, women, LGBTQ+, people living with disabilities, and veterans.

King County is an Equal Employment Opportunity (EEO) Employer

No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation and pregnancy), age, genetic information, disability, veteran status, or other protected class. Our EEO policy applies to all employment actions, including but not limited to recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

To Apply

If you are interested in pursuing this position, please follow the application instructions carefully. If you need this announcement in an alternate language or format, would like to request accommodation or assistance in the application or assessment process or if you have questions please contact the recruiter listed on this job announcement.

Benefits

King County offers a highly-competitive compensation and benefits package designed to meet the diverse needs of our employees and support our employees' health and well-being. Eligible positions receive the following benefits and have access to the following programs:

- Medical, dental, and vision coverage: King County pays 100% of the premiums for eligible employees and family members
- Life and disability insurance: employees are provided basic coverage and given the opportunity to purchase additional insurance for both the employee and eligible dependents
- Retirement: King County employees are eligible to participate in a pension plan through the Washington State Department of Retirement Systems and a 457(b) deferred-compensation plan
- Transportation program and ORCA transit pass
- 12 paid holidays each year plus two personal holidays
- Generous vacation and paid sick leave
- Paid parental, family and medical, and volunteer leaves
- Flexible Spending Account

- Wellness programs
- Onsite activity centers
- Employee Giving Program
- Employee assistance programs
- Flexible schedules and telecommuting options, depending on position
- Training and career development programs

For additional information about employee benefits, visit our [Benefits, Payroll, and Retirement Page](#).

This is a general description of the benefits offered to eligible King County employees, and every effort has been made to ensure its accuracy. If any information on this document conflicts with the provisions of a collective bargaining agreement (CBA), the CBA prevails.

NOTE: Benefits for Term Limited Temporary (TLT) or Short Term Temporary (STT) positions, including leave eligibility and/or participation in the pension plan through the Washington State Department of Retirement Systems, will vary based upon the terms and details of the position. Short Term Temporary positions are not eligible for an ORCA transit pass.

For inquiries about the specifics of this position, please contact the recruiter identified on this job posting.

Agency

King County

Address

King Street Center
201 South Jackson Street
Seattle, Washington, 98104

Phone

206-477-3404

Website

<http://www.kingcounty.gov/>

KCSO Polygraph Examiner Supplemental Questionnaire

*QUESTION 1

Per RCW 41.14.100 An applicant for any civil service position with the King County Sheriff's Office must be either a United States Citizen, Lawful Permanent Resident (LPR), or Deferred Action for Childhood Arrivals (DACA) Recipient. **Are you a US Citizen, Lawful Permanent Resident or DACA recipient?**

- Yes
- No

*QUESTION 2

Per RCW 41.14.100 Candidates for any civil service position with the King County Sheriff's Office must be able to read, write and speak the English language. **Do you read, write and speak the English language?**

- Yes
- No

*QUESTION 3

The King County Sheriff's Office maintains a list of automatic disqualifiers for employment. This list can be accessed by clicking on this link [Automatic Disqualifiers](#). Please review the disqualifiers and respond to the following question before proceeding. **Do you certify that based on your review of the automatic disqualifiers that you are qualified for employment with the King County Sheriff's Office? This information may be verified prior to scheduling an oral board interview.**

Yes

No

***QUESTION 4**

As a condition of employment, candidates must complete a thorough background investigation. The background investigation includes a review of driving records, criminal records, criminal behavior, employment history, military records, personal and employment references, and a polygraph and psychiatric examination. Are you willing to undergo the background investigation as part of the employment process?

Yes

No

***QUESTION 5**

Are you certified from a program that meets the accreditation standards set by the American Polygraph Association (APA) or American Association of Police Polygraphers (AAPP)?

Yes

No

***QUESTION 6**

Please list the program you received your polygraph certification.

***QUESTION 7**

How many pre-employment polygraph examinations have you administered?

Over 200 exams

150 - 200 exams

100 - 150 exams

less than 100

none

QUESTION 8

Please select any of the following ideal qualifications that apply to your experience.

Full Membership with APA

Associate Membership with APA

Full membership with AAPP

Associate Membership with AAPP

Experience working with law enforcement.

Prior experience conducting polygraph exams for criminal investigations.

* Required Question