PUBLIC SAFETY
SYSTEMS ENGINEER

Salary range: $77,937.60 - $101,982.40 annually

This full-time position will be open until filled, with resume reviews every week.

To apply visit: Kitsap911.org

Kitsap 911 is an award winning emergency dispatch center located in Bremerton, providing exceptional public safety emergency communications services every day to our community. Kitsap 911 offers a generous benefit package including medical, dental, vision, paid sick/vacation, PERS retirement, and more!

Job Description:

Delivers complex technology services that optimize technology use. Systems Engineers possess advanced understanding of the technology used and operated by Kitsap 911 and the agencies it serves.

Incumbents identify issues, trends, needs, and solutions for evolving technology needs, and must develop plans and strategies for implementing needed changes and maintaining technology services at a level consistent with the needs of the organization and users, within the constraints of available funding.

All incumbents will be assigned advanced level maintenance and troubleshooting, and must demonstrate the ability to perform high-level system design and administration. Incumbents will participate in design review and implementation, developing system documentation, may work closely with the other tiers of Public Safety Systems Technicians, and are expected to provide guidance and assistance when applicable. Incumbents will also be responsible for Identifying capital and operating expense requirements and developing supporting documentation needed to obtain and sustain funding.

Direct supervision for incumbents at this level is ideally limited to conferring about progress, project management updates, and advising about emergency or unexpected occurrences.

This position supports a 24x7 facility and may require the incumbent to work weekends, holidays, and/or outside of the scheduled work ours. Additionally, incumbents will be responsible for participation in an on call rotation and will be expected to respond to emergency support requests.

Focus: Information Technology

Incumbents with an Information Technology focus must be experts on all systems, software and hardware used by Kitsap 911, including Computer-Aided Dispatch (CAD). Depending on assignment, incumbents are responsible for evaluating, designing, configuring, maintaining desktop operating systems, servers, cloud based services, and network hardware. Incumbents will also manage complex projects in support of specific Kitsap 911 technology functions, conduct business analysis for project management, and develop web sites and applications.

Focus: Radio

Incumbents with a radio focus must be experts on all existing electronic technical systems used by Kitsap 911 with the ability to maintain and repair all systems, including VHF, UHF, and microwave equipment. Depending on assignment, incumbents may also install or coordinate installation of new electronic equipment. Incumbents ensure that technology and systems are continuously available and operational, and may originate, design, fabricate, adjust, repair, and replace systems, circuits and components. Incumbents may write specifications for procuring new or replacement systems and services. This level position also may oversee AND/OR assist with the preparation, compilation and maintenance of radio operations records, FCC system and software licenses and logs performed by Public Safety Systems Master Technicians.

Working Environment/Physical Requirements:

Work generally takes place in an indoor climate-controlled environment, but routinely and regularly requires travel to other, sometimes outside, environments, including remote radio communication site locations.

All positions require the ability to:

- Both sit and stand for extended periods Kneel, crawl, lay on back, side and stomach, and climb ladder
- Use repetitive motions while entering information in to a keyboard
- Have vision, depth perception, and peripheral vision sufficient to read computer screen data, distinguish colors, read blueprints, schematics, wiring diagrams, etc.
- Exert force of 50 pounds occasionally, and push, carry, pull and lift up to 25 pounds frequently, unassisted.
- Bend, stoop, and reach while installing or inspecting equipment.
- Grasp and handle documents and paper
- Speak and hear sufficiently to communicate effectively and accurately, and respond appropriately in person and using the phone.
- Work mandatory overtime, and report to work regardless of weather conditions. Some shifts/jobs may require working or being on-call nights, weekends and holidays. Incumbents may be subject to emergency and/or unplanned response or call out.
- Walk short distances frequently, and over various types of terrain in all weather conditions.

- Tolerate exposure to computer monitors, electronic equipment, high noise and sound levels (i.e. tones and alarms).

Position Requirements:

Systems Engineer Minimum Qualifications:

Bachelor's degree from an accredited college or university in Information Technology or Technical Electronics or related field AND four (4) years' experience related to the assignment OR any equivalent combination of experience or education that demonstrates the desired knowledge, background, expertise, skills and ability to successfully perform the functions of the job. Depending on position focus, the applicant's background must demonstrate knowledge of and proficiency with the following technologies.

Systems Engineer Knowledge for Information Technology Focus:

- Working knowledge of Relational Database design
- SQL database maintenance and operations
- In depth knowledge of common database languages such as Structured Query Language (SQL) specifically Microsoft SQL (MSSQL) and MYSQL.
- Working knowledge of common web design languages such as Hypertext processor (PHP), HTML, CSS, XML
- In depth knowledge of common scripting languages such as PowerShell, VBS, and Batch
- Experience and in depth knowledge of the latest releases of standard computer applications programs including:
- Microsoft Windows workstation and server operating systems
- TCP/IP based networking
- Operation and maintenance of computer workstations and related peripherals and associated software.
- Experience in Active Directory and Group Policy management

Systems Engineer Knowledge for Radio Focus:

- Must demonstrate experience in all of the following aspects of radio systems including VHF, UHF Microwave, and associated electronic equipment: Design, Engineering, Installation, Programming, Maintenance, Testing, Repair
- In depth knowledge of maintenance and troubleshooting for radio tower sites and antenna systems
- In depth knowledge of base stations, repeaters, channel banks, simulcast control, and multicouplers
- In depth knowledge of radio audio processing using voters and compressors/limiters (AGC)

Systems Engineer Preferred Qualifications for Information Technology Focus:

- One (1) year experience working with Computer Aided Dispatch (CAD)/Enhanced 911 emergency communications system.
- Experience with the latest releases of specialized computer applications programs including Hexagon CAD, Mobile Computing Records Management and associated applications, Microsoft Visual Studio, Database Administration, Track-It help desk software, Microsoft SCCM, Microsoft Azure, and Office365 Administration
- Experience with network hardware Command Line Interfaces (CLIs) such as Cisco and/or Juniper
- Experience in VOIP telephony server and application administration such as: Asterisk, Zetron
- Max Call-Taker, Eventide Logging Recorder, and Shoretel PBX
- Experience managing Virtual Machines both server and desktop

Systems Engineer Preferred Qualifications for Radio Assignments:

- General Class General Radio Telephone Operator license or equivalent competency certification issued by an F.C.C.-sanctioned licensing agency (e.g. APCO, IEEE, NABER, SIRSA)
- Certified Electronics Technician (CTC)
- One (1) year experience working with VHF, UHF, and microwave equipment at a combined police/Fire 911 Dispatch Center
- The ability to program, troubleshoot and perform system diagnostics on complex radio systems.
- Working Knowledge of power systems and battery backups including commercial, uninterruptable, direct current, inverters, generators, and transfer switches
- Working knowledge of HVAC systems such as chilled water and refrigerant gas as well was HVAC control system configuration
- Experience in VOIP telephony server and application administration such as: Asterisk, Zetron Max Call-Taker, Eventide Logging Recorder, and Shoretel PBX
- Basic knowledge of security and card access systems

Other minimum qualifications:

- Possess and maintain a valid Washington State Driver's License
- Possess a ready and dependable means of transportation
- Possess a private telephone line with reliable 24-hour availability (can be a cellular phone)
- Successfully pass each part of a multi-phase pre-employment examination, which **may** include medical/fitness, drug test, and psychological examinations as well as a criminal background check that includes a national fingerprint check through law enforcement.

- Submit official transcripts from an accredited school or technical school, or proof of completion of specific training, education, or certification if education is being used as a qualifying equivalent, or if jobs require specific certification.
- Reliably appear for scheduled work with regular, predictable and punctual attendance
- Type sufficiently to accurately operate equipment and technologies, prepare documents, spreadsheets and presentations using Microsoft Office and other software. Be capable of performing addition, subtraction, multiplication and division without the use of a computer or calculator
- Use Microsoft Office software and advanced features and functions
- Consistently demonstrate initiative and good judgement
- Work calmly and effectively with frustrated users, while instilling confidence that solutions will be found and implemented soon.
- Skillfully build consensus and arrive at resolution among a diverse group of individuals
- Skillfully navigate and support multiple simultaneous projects

IMPORTANT INFORMATION ABOUT CRIMINAL CONVICTIONS AND DRUG USE

HIRING STANDARDS APPLY

Kitsap 911 is a consolidated 911/public safety dispatch center. As such, all Kitsap 911 employees have access to sensitive law enforcement information, critical public safety infrastructure, or both. Further, employees assigned to Kitsap 911's Operations (dispatch), Information Technology, and Administrative divisions who have access to the National Criminal Information Computer System must meet minimum criminal history standards established by the FBI and Washington State Patrol. Because of the sensitive nature of these positions and responsibility placed on the personnel, a thorough background investigation is completed. The background investigation includes reference checks, interviews, criminal history, driving history, drug screening, and other miscellaneous categories. Any attempt to conceal or misrepresent information solicited during the selection process will result in disqualification.

Criminal Conviction Standards

The following convictions disqualify the individual for employment, unless the Kitsap 911 Director determines that extenuating circumstances exist where the severity of the offense and the time that has passed would support a variance.

- Felony conviction of any kind.
- Misdemeanor conviction over the age of 21 involving use or possession of firearms in the commission of a crime, crime of violence (for example assault and domestic violence), sex offense, fraud.
- Other than those identified above, misdemeanor convictions over the age of 21 may be considered on a case-by-case basis provided they did not occur within the last seven (7) years.

- Misdemeanor convictions under the age of 21 may be considered on a case-by-case basis provided they did not occur within the last five (5) years.

For this purpose, the term "conviction" shall include any disposition adverse to the subject, except a decision not to prosecute, a dismissal, or acquittal; provided, however, that a dismissal entered after a period of probation, suspension, or deferral of prosecution or sentence shall be considered a disposition adverse to the subject.

Drug Possession/Usage

The following drug possession/use disqualifies the individual for employment, unless the Kitsap 911 Director determines that extenuating circumstances exist that would support a variance, considering the severity of the offense and the time that has passed.

"Possession" is defined as having actual physical control of any illegal (non-prescribed) drug for personal use or otherwise.

"Use" is defined as: trying, testing, or experimenting, which includes, but is not limited to tasting, smoking, injecting, absorbing, sniffing, or inhaling.

This standard applies to synthetic versions of Schedule 1-5 drugs:

- Trafficking, selling, offering to sell, or transporting for sale of any illegal drugs, regardless of time frame.
- Use or possession of any non-prescribed Schedule 1-5 drugs (except legal use or possession of Marijuana/Hashish) over five (5) times combined.
- Use or possession of any non-prescribed Schedule 1 – 5 drugs (except legal use or possession of Marijuana/Hashish) in the last three (3) years.
- Use or possession of Opiates or Heroin, regardless of time frame.
- Injection of any non-prescribed drugs, regardless of time frame.
- Use or possession of marijuana/hashish within the last one (1) year, regardless of age.
- Drug use or possession of any non-prescribed Schedule 1-5 drugs after submitting a application, while employed, or after having been employed by a law enforcement agency, (including military law enforcement), regardless of time frame.
- Intentional inhalation (huffed) of any aerosol or substance (nitrous oxide, whippets, paint, glue, DXM, etc) in the last three (3) years.

Examples of schedule 1-5 drugs include, but not limited to:

Schedule 1 (RCW 69.50.204) - Examples could include: Codeine, Heroin, Morphine, Ecstasy, LSD, Peyote, GHB, Methaqualone, Marijuana/Cannabis, etc.

Schedule 2 (RCW 69.50.206) - Examples could include: Opium, Cocaine, Codeine, Hydrocodone, Oxycodone, Methadone, Methamphetamine, Amphetamine, Depressants, Hallucinogenic substances, etc.

Schedule 3 (RCW 69.50.208) - Examples could include: Stimulants, Depressants, Hallucinogens, Ketamine, Anabolic steroids, Hallucinogenic substances, etc.

Schedule 4 (RCW 69.50.210) - Examples could include: Barbital, Diazepam, Fludiazepam, Halazepam,Lorazepan, Phenobarbital, etc.

Schedule 5 (RCW 69.50.212) – Examples could include: Pyrovalerone, Lacosamid, Pregabalin and compounds containing limited amounts of narcotic drugs.

ADDITIONAL DATA

- Classified as eligible for overtime under the Fair Labor Standards Act (FLSA)
- Kitsap 911 participates in E-Verify
- Kitsap 911 is an Equal Opportunity Employer (CALEA 4.1.4 c)