



**PHOENIX POLICE DEPARTMENT
POLICE OFFICER JOB ANNOUNCEMENT
AND RECRUITMENT**



CLOSES JUNE 17, 2016 AT 4:00 P.M.

Compensation: This is only a highlighted list, other benefits are included:

\$3557.00 - \$4451.00 per month (plus up to 10% education/certification incentive)
PERS retirement (Employees 6% contribution currently paid by the city)
Medical, Dental, and Vision for employee and family (90% paid by the city)
HRA VEBA account
Voluntary deferred compensation account
This is a union represented position

JOB DUTIES AND REQUIREMENTS:

Definition: Under general supervision to serve as a sworn police officer to patrol streets and highways of the city, enforce laws, investigate crimes, and to perform related work as required.

ESSENTIAL JOB FUNCTIONS:

- Enforces criminal, traffic, park laws in accordance with state law and city ordinances.
- Responds to calls for service in accordance with department policies, assesses and controls situations, secures the scene, determines what additional resources are needed, and reestablishes normal functions.
- Arrests individuals, forcibly if necessary, using handcuffs and other restraints. Subdues resisting suspects using maneuvers, chemical agents and weapons and resorts to the use of hands and feet and other approved weapons in self defense.
- Operates law enforcement vehicles during both the day and night; in emergency situations involving speeds in excess of posted limits, in congested traffic and in unsafe road conditions caused by factors such as fog, smoke, rain, ice, and snow.
- Provides traffic enforcement and control, motorist assistance, crowd control, and assistance to disabled persons. Conducts welfare checks, makes death notifications, and serves and enforces court orders and civil processes.
- Performs searches of people, vehicles, buildings and large outdoor areas which may involve feeling and detecting objects, walking for long periods of time, detaining people and stopping suspicious vehicles and persons.
- Exercises independent judgment in determining when there is reasonable suspicion to detain, when probable cause exists to search and arrest and when force may be used and to what degree.
- Engages in law enforcement patrol functions that include such things as working rotating shifts, walking on foot patrol and physically checking doors and windows to ensure they are secure. Provides visible patrol presence allowing for public access and for crime detection and deterrence.
- Pursues fleeing suspects and performs rescue operations which may involve quickly entering and exiting law enforcement patrol vehicles; lifting, carrying and dragging heavy objects; climbing over and pulling up oneself over obstacles; climbing through

- openings; jumping over obstacles, ditches and streams; crawling in confined areas; balancing on uneven surfaces and using body force to gain entrance through barriers.
- Performs rescue functions at accidents, emergencies and disasters to include directing traffic and standing for long periods of time, administering emergency medical aid, lifting, dragging and carrying people away from dangerous situations and securing and evacuating people from unsafe areas. May encounter situations that involve hazardous materials, body fluids, communicable diseases, seriously injured persons with traumatic injuries and/or deceased persons.
 - Loads, unloads, aims and fires handguns, rifles and other agency firearms from a variety of body positions and under conditions of stress that justify the use of deadly force and at levels of proficiency prescribed in department standards.
 - Gathers information in criminal investigations by interviewing and obtaining the statements of victims, witnesses, suspects, and confidential informers. Prepares investigative and other reports, including sketches and photographs, using appropriate grammar, symbols and mathematical computations and distributes according to policy.
 - Detects, collects and processes evidence and substances that provide the basis of criminal offenses and infractions and that indicate the presence of dangerous conditions.
 - Assimilates information to obtain a search warrant or arrest warrant and executes warrant.
 - Reads, comprehends, and complies with or enforces legal and non-legal documents, including the preparation and processing of such documents as citations, affidavits and warrants, department policies and procedures, and labor agreements.
 - Processes and transports prisoners, detoxification holds and committed mental patients using handcuffs and other appropriate restraints.
 - Extinguishes small fires by using a fire extinguisher and other appropriate means.
 - Communicates effectively and coherently over law enforcement radio channels while initiating and responding to radio communications. Effectively communicates with people, including juveniles, by giving information and directions, mediating disputes and advising of rights and processes.
 - Demonstrates communication skills in court, grand jury and other formal settings. Prepares for trial/hearings, presents physical evidence and visual aids. Communicates effectively with other agencies in the coordination of activities and investigations. Provides information to the media.
 - Coordinates searches for lost or missing persons. Coordinates rescue missions and other tasks related to search and rescue activities.
 - Participates in public activities and programs and community problem solving projects.
 - Uses department equipment and maintains personal issued equipment as needed.

ADDITIONAL ESSENTIAL JOB FUNCTIONS - SPECIAL ASSIGNMENT:

- Special Assignments include, but are not limited to: School Resource Officer, Traffic Safety Officer, and a variety of Training Officer positions.
- Conducts visual and audio surveillance for extended periods of time.
- Presents educational programs to school children, public service organizations, and the media.
- Acts as liaison between the department and other governmental or private organizations.

POSITION REQUIREMENTS:

- Graduation from an accredited high school or successful completion of the General Educational Development (GED) test.
- Any combination of education and experience sufficient to perform the duties of the position; or documented related work experience in responsible positions with a willingness to complete criminal justice course work for advancement and certification.
- Position requires the ability to learn and apply Oregon criminal and traffic laws and rules of search and seizure, arrests, evidence, and use of force; ability to learn department rules, procedures, patrol principals and techniques; ability to deal with the criminal element and the public in stressful and non-stressful situations; ability to endure verbal and mental abuse when confronted with the hostile views and opinions of suspects and other people encountered in an antagonistic environment; ability to subdue aggressive individuals; ability to lift, drag or carry heavy objects; ability to climb over and pull oneself over obstacles; ability to climb through openings and crawl in confined areas; ability to jump over obstacles, ditches, and streams; ability to balance on uneven surfaces; ability to use body force to gain entrance through barriers; ability to listen, evaluate and analyze facts and draw correct conclusions promptly; ability to understand and carry out instructions promptly; ability to speak and write effectively; ability to record information clearly and concisely; ability to perform simple mathematical calculations and draw simple diagrams; and ability to establish and maintain effective working relationships with other employees and the public.
- Must be able to testify in court proceedings.

SPECIAL REQUIREMENTS:

- Must be 21 years old and a United States citizen.
- Must possess a valid Oregon driver's license within 30 days after employment.
- May not pose a "direct threat" to the health and safety of himself/herself or others.
- Shall not have been convicted of a crime designated under the law where the conviction occurred as being punishable as a felony or as a crime for which a maximum term of imprisonment of more than one (1) year may be imposed.
- Shall not have been convicted of violating any law of this state or any other jurisdiction involving the unlawful use, possession, delivery, or manufacture of a controlled substance, narcotic or dangerous drug.
- Shall not have violated in this state ORS 162.065, 162.075, 162.085, 163.355, 163.365, 163.375, 163.385, 163.395, 163.405, 163.408, 163.411, 163.415, 163.425, 163.427, 163.435, 163.445, 163.465, 163.515, 163.525, 163.575, 163.670, 163.675 (1985 Replacement Part), 163.680, 163.684, 163.686, 167.007, 167.012, 167.017, 167.065, 167.070, 167.075 or 167.080 or have been convicted of violating the statutory counterpart of any of those offenses in any other jurisdiction.
- Must pass an entry-level employment examination, in-depth background investigation, complete physical examination and drug screen. May be required to pass a psychological evaluation.
- Must be of good moral fitness as determined by a thorough background investigation.

(a) For purposes of this standard, lack of good moral fitness means conduct not restricted to those acts that reflect moral turpitude but rather extending to acts and conduct which would cause a reasonable person to have substantial doubts about the individual's honesty, fairness, respect for the rights of others, or for the laws of the state and/or the nation.

(b) The following are indicators of a lack of good moral fitness:

- (A) Illegal conduct involving moral turpitude;
- (B) Conduct involving dishonesty, fraud, deceit, or misrepresentation;
- (C) Intentional deception or fraud or attempted deception or fraud in any application, examination, or other document for securing certification or eligibility for certification;
- (D) Conduct that is prejudicial to the administration of justice;
- (E) Conduct that adversely reflects on his or her fitness to perform as a law enforcement officer. Examples include but are not limited to: intoxication while on duty, untruthfulness, unauthorized absences from duty not involving extenuating circumstances, or a history of personal habits off the job which would affect the officer's performance on the job which makes the officer both inefficient and otherwise unfit to render effective service because of the agency's and/or public's loss of confidence in the officer's ability to perform competently.

Visual acuity: Corrected vision shall be at least 20/30 (Snellen) in each eye. Due to the demonstrated likelihood of dislodgment or breakage, candidates who are able to wear only glasses with frames shall meet an uncorrected standard not worse than 20/100 (Snellen) in each eye. Those candidates who use soft contact lenses (SCLs) shall have vision correctable to at least 20/30 in each eye, with no uncorrected standard.

Peripheral vision: Visual Field Performance shall be 140 degrees in the horizontal meridian combined.

Depth perception: Depth perception shall be sufficient to demonstrate stereopsis adequate to perform the essential tasks of the job. The recommended test is the Random Stereo Test with 60 seconds of arc.

Night blindness: A history of night blindness should be evaluated to determine applicant's capacity to perform essential tasks at night or in a dark or low light setting.

Color vision: Red or green deficiencies may be acceptable, providing the applicant can read at least nine (9) of the first thirteen (13) plates of the Ishihara Test (24 Plate Edition). Applicants who fail the Ishihara test can meet the color vision standard by demonstrating that they can correctly discriminate colors via a field test conducted by the employer and approved by DPSST.

Hearing Acuity: Applicants must have hearing sufficient to perform essential hearing related tasks without posing a threat to themselves or others. Hearing amplification devices may be used, however these devices must be of the type that screens out loud sounds, i.e., guns shots, to prevent further hearing loss.

Loss of speech defect: Applicant must be able to use vocal chords and have significant ability to perform speaking related essential tasks.

Abnormalities of the nose, throat or mouth: An abnormality must not interfere with the applicant's breathing, or proper fitting of gas mask or similar device.

Cardiovascular diseases: Any finding in the history or physical examination which suggests the presence of an organic cardiovascular disease shall necessitate further evaluation. Resting blood pressure of less than or equal to 140 mmHg systolic and 90 mmHg diastolic on three successive readings. Failure to meet the blood pressure guideline shall cause referral for further medical evaluation.

TYPICAL CRIMINAL JUSTICE EMPLOYEE CHARACTERISTICS:

Reserved, Intelligent, Emotionally Stable and Mature, Assertive, Enthusiastic, Conscientious, Trusting, Practical, Leadership Qualities, Self-Assured, Dependable, Tough Minded & Self-Reliant, Independent, Conservative, Self-Sufficient, Controlled, Shrewd

EQUIPMENT UTILIZED - (but not limited to):

Binoculars, Body Armor, Camera, Chemical Agents, Citations, Computer, Criminal Code Manual, Drug Test Kit, Evidence/Fingerprint Kit, Firearms, First Aid Kit, Flares, Fire Extinguisher, Flashlight, Hazardous Materials Protection Gear, Impact Weapons, Duty Belt w/accessories, Intoxilyzer, Measuring Devices, Notebook, pen/pencil, Photocopier, Radio, Report Forms, Report Writing Manual, Restraining Devices, Riot Gear, Spanish for the Police Manual, Street maps, Tape Recorder, Taser, Telephone, Traffic Cones, Traffic Code manual, Traffic Template, Typewriter, Uniform, Vehicle.

ADDITIONAL EQUIPMENT UTILIZED - SPECIAL ASSIGNMENTS (but not limited to):

Alcohol Sensor Unit, Audio-Visual Equipment, Camcorder, Camouflage Clothing/Hiking Boots, CB Radio, Chain Saw, Decibel Meter, ELT Locator, Field Phone, Hand tools, Hostage Phone, Intrusion Alarm, Knife, Life Jacket, Lighting Equipment, Megaphone, Metal Detector, Motorcycle, Night Vision Equipment, Radar.

HIRING PROCESS:

1. Turn in Application and Background Packet (Checked for minimum qualifications)
2. Written and Physical Agility Testing (Everyone meeting minimum qualifications)
3. Oral Boards (Everyone passing Written and Physical Agility Testing)
4. Chief's Interview
5. Background Investigation
6. Conditional Job Offer
7. Physical and Drug Testing
8. Psychological Evaluation
9. Final Job Offer

THE CITY OF PHOENIX IS AN EQUAL OPPORTUNITY EMPLOYER

We do not discriminate on the basis of race, religion, color, sex, age, national origin or disability. Upon request, special accommodations and/or assistance will be gladly provided for any applicant with sensory or non-sensory impairments. Because of the Immigration Reform Act of 1986, persons hired by the city must be able to present acceptable documents verifying identity and authorization to work in the United States.