

 **City of Pendleton**

 **Job Description**

 **Police Sergeant**

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| **Department**: Police  | **FLSA**: Exempt |
| **Reports to**: Police Lieutenant  | **Representation**: Non-Represented |
| **Pay Range**: Range 7, Steps 1-3  | **Date**:  May 29, 2019 |

**GENERAL POSITION SUMMARY:** Performs the duties of a certified police officer in

addition to exercising full supervisory responsibility for a small number of employees

engaged in the daily operation of a shift. Assumes control of all operations and services in

the absence of the Chief of Police and/or Police Lieutenant.

**ESSENTIAL FUNCTIONS/MAJOR RESPONSIBILITIES:**

**1.** Prepares and conducts patrol shift briefings including inspection of officers’ appearance, equipment and beat assignment.

2. Supervises and evaluates the performance of subordinates including disciplinary actions, continued training and counseling.

3. Performs the full range of Police Officer duties.

4. Reviews reports in a timely manner while assuring accuracy completeness and grammatical correctness.

5. Monitors scheduling to assure efficient and effective use of personnel and budget resources.

6. Investigates complaints concerning the conduct or performance of subordinates.

7. Performs liaison functions between the Pendleton Police Department and outside agencies or other City departments.

8. Assures continuous accurate information flow between the administration and the officers supervised.

9. Maintains proficiency in the use of police related equipment.

10. Appears in court, and is available to testify in matters which he/she has knowledge whether it be criminal or civil.

1. Assists in the screening and assessing of applicants.

12. Assist in hiring decisions.

13. Performs related duties as assigned.

**JOB SPECIFICATIONS:** *(Education and experience requirements are minimum standards. Other equivalent combinations of education, training and experience will be considered.)*

1**. Education & Experience**

1. High School Diploma (or GED)and two years experience as a Police Corporal; or
2. An Associates Degree with five years of progressive responsibility as a full-time certified police officer within a law enforcement agency; or
3. A Bachelor’s Degree with two years of progressive responsibility as a full-time certified police officer within a law enforcement agency.
4. Must possess a DPSST Advanced certificate within six months of promotion; or
5. Any satisfactory equivalent combination of education and experience noted above.

**2**. **Special Requirements:**

1. [x]  Must possess, or be able to obtain by time of hire, a valid driver’s license.
2. Must be able to pass the department’s security clearance standards including review of criminal history and driving record.
3. [x]  Must possess at time of hire or obtain within six (6) months Advanced Police Officer certification.

**3. Necessary Knowledge, Skills and Abilities:**

1. Skill in methods, techniques, materials and equipment related to all aspects of law enforcement.
2. Ability to use tools and equipment essential to the job tasks of a police officer.
3. Ability to work efficiently.
4. Knowledge of City/departmental policies, procedures, regulations, and codes related to area of responsibility.
5. Knowledge of safety standards, practices and procedures applicable to area of assignment.
6. Ability to interpret and input data into records management systems.
7. Ability to read and understand the complexities of law.
8. Ability to understand, analyze and interpret technical specifications.
9. Ability to respond to emergencies on a 24 hour basis.
10. Ability to manage multiple projects while overseeing the work of subordinate and/or temporary employees.
11. Ability to work independently in the absence of direct supervision.
12. Ability to maintain regular and predictable attendance to serve customers/interact with (specify: co-workers/supervisor/patrons/clients, etc.), attend meetings, training, etc., or other face-to-face job requirements.
13. Ability to establish and maintain effective working relationships.
14. Ability to work as a team member.
15. Ability to perform work in a manner consistent with the City’s Core Values of: Respect, Integrity, Caring, Responsibility, Citizenship, Cooperation and Industriousness.
16. Skill in performing the essential functions of the job.

**4.** **Tools and Equipment Used:**

1. Standard office equipment including telephones, computer, printer, fax machine and copy machines; Computer software (Choose all that apply):

[x]  MS based word-processing, spreadsheet, and/or data base programs

[x]  Outlook or other email communication.

[x]  Internet and/or social media

[x]  Presentation or desktop publishing software

[x]  Specialized or custom software

1. Vehicle - Car/pickup/van/SUV
2. Variety of weapons, less lethal tools, handcuffs, etc. used in law enforcement.

**5.** **Supervision:**

1. This position supervises other staff. Positions supervised include: Police Officers, Police Assistants, Volunteers and/or citizens.
2. This position reports to a Police Lieutenant. Supervision received is (choose one):

[ ]  Direct. Supervisor provides assignments, directs work on a regular basis, and tasks or procedures are usually well defined.

 [x]  General. Work is assigned more generally with the employee having some autonomy to determine the order or manner in which the work is completed. Policies and procedures exist.

 [ ]  Limited. Work is performed highly independently with little direction. Position has significant decision-making discretion. Work is evaluated for overall effectiveness.

**6.**  **Communications**:

1. Communications are: (choose one)

[x]  Primarily with other City staff and/or citizens/customers.

[ ]  Regularly includes others outside the organization (not customers), such as vendors, contractors, attorneys, agents, or business partners.

[ ]  Routinely with leaders inside and outside the organization such as department heads, City Councilors, public officials from other agencies, and/or community leaders.

1. The communications may be (check any that apply):

[x]  Complex

[x]  Controversial

[x]  Confidential

[x]  Have significant impact (affect City services or reputation, or have legal or financial consequences)

**7.** **Cognitive Functions**: *Check the one that most closely aligns to position:*

[ ]  Tasks require the employee to remember complex processes and/or be able to perform multi-step jobs without step-by-step instructions. Requires a moderate level of independent thinking and reasoning.

[ ]  Tasks are highly creative or complex and requires significant mental exertion that would typically require specialized schooling, training, certification or a license to be able to accomplish. Employee has some control over the planning and performance of the work, and may determine their own practices and procedures.

[x]  Responsibilities include significant accountability (i.e. could expose the City to risk or liability, generate public censure, or impact the work or reputation of the City.) Work is performed highly independently. Employee has significant control over the planning and performance of the work, and may develop or recommend new practices and procedures.

[ ]  Responsible for developing or approving programs/services; determining quantity and/or quality standards; and monitoring, evaluating, and analyzing program effectiveness to determine success or failure. Routinely engages in autonomous problem-solving. May include developing and implementing policies, procedures or regulations.

**8. Problem Solving:** *Indicate the nature of problems regularly encountered by this position. Check only one box.*

[ ]  Most situations are resolved using standard procedures and established guidelines.

[ ]  Situations are somewhat varied; requires application of specific technical skills and expertise.

[ ]  Varied situations that require significant analysis or interpretation; general precedents and practices used, but may be modified.

[x]  Highly varied and unpredictable situations, complex and often non-recurring; new and creative approaches required.

**9.Work Environment*:*** *(The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.)*

1. Work is performed primarily outdoors. Work is most often outdoors and includes exposure to weather extremes.
2. Strength Rating (see attached definitions) is: Medium .
3. Hazards include: Check all that apply and include the percentage of time exposed to the listed hazard:

[ ]  Work on and around heavy construction equipment \_\_\_\_%

[x]  Exposure to toxic elements/hazardous chemicals \_5\_%

[ ]  Work at heights in excess of 20 feet \_\_\_%

[x]  More than occasional exposure to poor air quality (excessive dust, smoke, fumes, gases, etc.) 10\_%

[x]  Exposure to weather or temperature extremes 60\_%

 [ ]  Isolation \_\_\_\_%

 [x]  Exposure to light or noise extremes 5\_%

 [ ]  Regular travel outside the City \_\_\_\_%

 [x]  Other May become involved in physical confrontations, be exposed to diseases, and/or dangerous animals.

General hours of work vary depending on shift assignment. 12-Hour shifts with every other weekend off. Variations include:

[x]  Frequent or regular overtime

[x]  Subject to emergency call out

[x]  Night shift

**10.** **Resource Accountability:**

1. Check item(s) that describe involvement in the budgetary process:

[ ]  Not applicable [x]  Input [ ]  Prepare [ ]  Forecast [ ]  Monitor [ ]  Approve

1. This position has resource accountability for the following level of assets (choose one):

[ ]  Significant – as would be typified by purchasing authorization up to $25,000, or responsibility for operation or use of very high-level equipment/assets.

[ ]  Moderate – as would be typified by purchasing authority up to $5,000 or responsibility for operation or use of equipment/assets of moderate value.

[x]  None/Low – employees with no purchasing authority or responsibility for operation or use of equipment/assets of modest value.

1. Persons in this classification are responsible to make purchasing decisions resulting in the most efficient solution for the lowest cost.

*The job classification description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.*

Drafted: 11/06/01

Adopted: 11/20/01

Revised: 5/29/19

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Employee Acknowledgement/Date Supervisor Approval/Date

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Department Head Approval/Date Administration Approval/Date

Overall Job Strength Rating Definitions

(Oregon Workers’ Compensation Rules, Div. 436-035-0012)

**S - Sedentary** – exerting up to 10 pounds of force occasionally, or a negligible amount of force frequently to lift, carry, push, pull, or otherwise move objects. Job is mostly sitting, but brief walking and/or standing (occasionally) may be required.

**L – Light**  - exerting up to 20 pounds of force occasionally, or up to 10 pounds of force frequently, or a negligible amount of force continually to lift, carry, push, pull or move objects. Job is largely sitting, but more than sedentary walking or standing may be required. Work is light if job tasks are done sitting, but considerable upper body or arm movement or use of leg controls is involved.

**M – Medium** - exerting 20 to 50 pounds of force occasionally, or 10 to 25 pounds of force frequently, or greater than negligible up to 10 pounds of force continually to lift, carry, push, pull or move objects. Standing, walking, and/or other positional physical movements may be occasional to frequent.

**H – Heavy** – exerting 50 to 100 pounds of force occasionally, or 25 to 50 pounds of force frequently, or 10 to 20 pounds of force continually to lift, carry, push, pull, or move objects. Walking, standing, and other positional physical requirements may be frequent to continual.

**V/H – Very Heavy** – exerting in excess of 100 pounds of force occasionally, or in excess of 50 pounds of force frequently, or in excess of 20 pounds of force continually to lift, carry, push, pull, or move objects. Walking, standing, and other positional physical requirements may be frequent to continual.