



# CITY OF PHOENIX

## Police Officer

### Job Announcement and Recruitment

Closes: Position Open Until Filled



First Review of Applications: All applications received by 4:00 p.m. on December 31, 2021 will be reviewed January 3, 2022.

#### ABOUT THE POSITION

The City of Phoenix is recruiting for the position of Police Officer. This is a professional, sworn position that performs law enforcement and crime prevention work including patrol and investigation; apprehension of criminals; preservation of peace; protection of life and property; enforcement of Federal, State and local laws; and performance of related work as required all while practicing the principles of Community Policing. Work is supervised by the Chief of Police. *Preference will be given to Lateral Officers.*

**Hours:** Full-time / non-exempt / union-represented

**Salary Range:** \$3,946 per month - \$5,036 per month (starting salary is based on qualifications)

**Benefits:** Medical/dental/vision insurance, employer-funded HRA-VEBA, Oregon PERS retirement benefits.

#### DESIRABLE QUALIFICATIONS

In order to be considered for this position, applicants must have a combination of education and experience equivalent to that outlined below, plus any other listed screening qualifications.

- Education: Graduation from high school or G.E.D.
- Special Requirements:
  - Certified Police Officer in the State of Oregon;
  - Able to pass the Oregon Physical Agility Test (ORPAT);
  - Able to fully meet Department of Public Safety Standards and Training (DPSST) standard (OAR 259-008-0010);
  - Able to pass physical (including hearing and visual) and psychological examinations;
  - Possess no felony or domestic violence convictions;
  - Submit to a fingerprint-based criminal records check, a background investigation and pre-employment drug screening;
  - Be 21 years of age at time of appointment; and
  - Possess or obtain US citizenship per OAR 259-008-0010.
- Substitution: Any satisfactory equivalent combination of education, training, and experience which demonstrates the knowledge of, skills, and abilities required to perform the duties of the job.
- Additional Requirements:
  - Able to endure verbal and mental abuse when confronted with hostile views and opinions of others in antagonistic environments;
  - Able to listen, evaluate, analyze facts and draw correct conclusions promptly;
  - Able to understand and carry out instructions promptly; and
  - Able to establish and maintain effective working relationships with other employees and the public.

## POSITION DUTIES AND REQUIREMENTS

The ideal candidate will be able to enforce criminal, traffic, and park laws in accordance with state law and city ordinances; respond to calls for service; assess and control situations; arrest individuals and subdue resisting suspects, forcibly if necessary, with approved weapons and tactics; safely operate law enforcement vehicles at all times of day or night and in unsafe road/driving conditions; provide traffic enforcement, motorist assistance, crowd control and assistance to disabled persons; conduct welfare checks, make death notifications and serve and enforce court orders and civil processes; perform searches of people, vehicles and large outdoor areas; exercise independent judgment in determining 1) reasonable suspicion to detain, 2) the existence of probable cause to search and arrest and 3) when force may be used and to what degree; pursue fleeing suspects and perform rescue operations; gather information in criminal investigations; prepare investigative and other reports; assimilate information to obtain and execute search/arrest warrants; read, comprehend and comply with or enforce legal and non-legal documents; process and transport prisoners, detoxification holds and committed mental patients; communicate effectively and coherently over law enforcement radio channels; effectively communicate with people, including juveniles, by giving information and directions, mediating disputes and advising of rights and processes; prepare for trial/hearings; be able to testify and present physical evidence/visual aids in court proceedings; coordinate searches for lost or missing persons; participate in public activities, programs and community problem-solving projects; and use department equipment and maintain personal issued equipment as needed.

## HIRING PROCESS

1. Turn in Application and Background Packet – *if minimum qualifications are met, proceed to*
2. Written test and ORPAT – *if both passed, proceed to*
3. Oral Boards
4. Chief's Interview
5. Background Investigation
6. Conditional Job Offer
7. Physical and Drug Testing
8. Psychological Evaluation
9. Final Job Offer

## APPLICATION PROCESS

For application instructions, please visit [How Do I - Apply For A Job](#) at [www.rvcog.org](http://www.rvcog.org). **A cover letter, current resume, and completed Phoenix Police Department Employment Application are required to apply for this position.** Applicants must submit application materials no later than **(TBD)**. *Preference will be given to Lateral Officers.*

### **WORKPLACE ACCOMMODATIONS NOTICE**

*The City of Phoenix is an equal opportunity employer and does not discriminate on the basis of race, religion, color, gender, age, national origin, disability, veteran status, sexual orientation, gender expression, or any other classifications protected by law.*

*Upon request, special accommodations and/or assistance will gladly be provided for any applicant with sensory or non-sensory impairments.*

