



JOB ANNOUNCEMENT
Open to City Employees and the General Public
Date Opened: December 1, 2021
Closing Date: Open Until Filled

Police Officer: Level I, II, or III

21-12-277

Department: Police

Salary Range: See Below

Reports to: Sergeant

Supervises: Identified by position below

This position is open to:

- 1. Currently certified police officers who have a Utah Police Officer Certification.**
- 2. Officers who are certified to perform the functions of a police officer in a different state and are able to successfully obtain a waiver from Utah Peace Officer Standards and Training**

For applicants who are certified out of state that make the hiring list, an initial background screening will be conducted once the applicant receives a conditional job offer. In depth processes (pre-employment psychological testing, etc, will not begin until the Utah Certification is completed and submitted to the St. George Police Department.

Please Note: This posting will create a hiring list. Background investigation processes will begin based upon interview scores; however, positions will be filled based upon the completion of the pre-hiring processes and the applicant's availability to begin full-time employment in Field Training. Interview and testing dates will be arranged after the applications have been reviewed for eligibility. We will work with applicants to accommodate their scheduling needs and accommodate in-person and video interviews.

Salary & Benefits

Starting salary will be determined based on years of service and qualifications

Police Officer I – Starting Salary: 46 (\$45,991/year)

Individuals hired in this position have the opportunity to progress up to \$68,987/year, which is the maximum salary for this position as of December 2021.

Police Officer II – Starting Salary: 52 (\$53,336/year)

Individuals hired in this position have the opportunity to progress up to \$80,004/year, which is the maximum salary for this position as of December 2021.

Police Officer III – Starting Salary: 55 (\$57,437/year)

Individuals hired in this position have the opportunity to progress up to \$86,155/year, which is the maximum salary for this position as of December 2021.

Benefits: Full City Benefits Package. The City of St. George covers 100% of the premiums for the High

Deductible health plan for full-time employees and their qualified dependents. To find out more about our benefits package, please visit our website at careers.sgcity.org.

Position Summary

Performs a variety of highly trained law enforcement procedures for the City of St. George to protect and maintain the well being of the general population of the City.

Essential Functions (Essential functions, as defined under the Americans with Disabilities Act, may include the following tasks, knowledge, skills, and other characteristics. The list of tasks is illustrative only and is not a comprehensive listing of all functions and tasks performed by positions in this class.)

Police Officer I:

1. Effects an arrest within training guidelines and department policy and using that amount of force which is reasonable and necessary in accordance with policy and law.
2. Prepares investigative and other reports, including sketches, using appropriate grammar, symbols, and mathematical computations.
3. 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.
4. Operates a law enforcement vehicle during 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, high winds, rain, ice, and snow.
5. Communicates effectively and coherently over law enforcement radio channels while initiating and responding to radio communications.
6. Gathers information in criminal investigations by interviewing and obtaining the statements of victims, witnesses, suspects, and confidential informers.
7. Pursues fleeing suspects and performs rescue operations which may involve quickly entering and exiting a law enforcement patrol vehicle; lifting, carrying, and dragging heavy objects; climbing over and pulling oneself up over obstacles; jumping down from elevated surfaces; climbing through openings; jumping over obstacles, ditches, and streams; crawling in confined areas; balancing on uneven or narrow surfaces; and using body force to gain entrance through barriers.
8. Loads, unloads, aims, and fires, from a variety of body positions, a handgun, rifle, and other agency firearms under conditions of stress that justify the use of deadly force and at levels of proficiency prescribed in certification standards.
9. 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.
10. Conducts visual and audio surveillance for extended periods of time.
11. Engages in law enforcement patrol functions, including such things as working rotating shifts, walking on foot patrol, and physically checking the doors and windows of buildings to ensure they are secure.
12. Effectively communicates with people, including juveniles, by giving information and directions, mediating disputes, and advising of rights and processes.
13. Demonstrates communication skills in court and other formal settings.
14. Detects and collects evidence and substances that provide the basis of criminal offenses and infractions and that indicate the presence of dangerous conditions.
15. Endures verbal and mental abuse when confronted with hostile views and opinions of suspects and other people encountered in an antagonistic environment.
16. Performs rescue functions at accidents, emergencies, and disasters, including directing traffic for long

- periods of time; administering emergency medical aid; lifting, dragging, and carrying people away from dangerous situations; and securing and evacuating people from particular areas.
17. Processes and transports prisoners and committed mental patients using handcuffs and other appropriate restraints.
 18. Puts on and operates a gas mask in situations where chemical munitions are being deployed.
 19. Extinguishes small fires by using extinguisher and other appropriate means.
 20. Reads and comprehends legal and non-legal documents, including the preparation and processing of such documents as citations, affidavits, and warrants.
 21. Serves as an agent of the court in serving warrants, subpoenas, summonses, etc.
 22. Processes arrested suspects, including taking their photographs and obtaining a legible set of inked fingerprint impressions.
 23. Performs duties that actively prevent or detect crime and enforce criminal statutes or ordinances.
 24. Responds to situations involving threats to public safety and making emergency decisions affecting the lives and health of others.
 25. Performs duties that consist of providing community protection.
 26. Performs other related duties as required.

NOTE: The successful applicant must be able to perform ALL of the above essential job functions of an experienced police officer, unassisted, and at a pace and level of performance consistent with actual job performance requirements. This requires a high level of physical ability to include vision, hearing, speaking, flexibility, and strength.

Police Officer II:

1. All essential functions required of Police I.
2. Acts as Police Field Training Officer and as such:
 - a. Supervises new officers and reserve officers during the initial field training program.
 - b. Provides additional training for these officers or makes arrangements for additional training.
 - c. Evaluates these officers and makes recommendations for additional training, corrective action, and reports trainee progress and status.

Police Officer III:

1. All essential functions required of Police Officer I and II.
2. Acts as Officer In Charge (OIC) when the shift sergeant is absent. When acting as OIC:
 - a. Responsible for the activities and performance of that shift.
 - b. Conducts and supervises lineup at beginning of shift.
 - c. Makes area car assignments and special assignments and provides information on ATL's, extra patrol, and areas of concern.
 - d. Responds to major calls. Assists and instructs other officers in investigations and other unusual situations. Assumes charge in absence of a superior officer.
 - e. Reviews officers' reports to assure essential information is contained and approves and routes reports to the records section.
 - f. Maintains records and reports regarding personnel rosters and logs.

Typical Physical/Mental Demands/Working Conditions

Moderately heavy physical activity. Required to push, pull, or lift heavy weights. Difficult working positions, including standing, walking, or sitting uncomfortably for extended periods. Moderate exposure to elements such as heat, cold, dampness, fumes, noise, dust, or grease. Risk to life or of bodily injury is moderate under

normal conditions but may be extreme when working some special assignments. Occupational safety and health hazards may be encountered under uncontrolled conditions. Exposure to stress is of considerable magnitude as a result of human behavior. May be required to report for duty on scheduled days off and/or work without sleep for extended periods during emergency situations. Subjected to traffic hazards during emergency responses through heavy traffic. May be subject to irregular working hours that may change on a periodic basis.

Qualifications

Police Officer I

Education and/or Experience: High school diploma or equivalent.

Licenses and/or Certifications:

- Certified as a Law Enforcement Officer by the Utah Police Officers Standards and Training (POST) as defined in Section 53-13 of the Utah Code Annotated.
- Successfully complete the St. George Police Officer Selection Examination and requirements established by the City of St. George and the City's Police Department. This may include written and oral examination, physical examination, background investigations, computer voice stress and/or polygraph examination, drug test, psychological evaluation, and physical fitness test.
 - Must pass and maintain the Police Department physical fitness standards.
 - Must obtain and maintain all certifications as required by the Chief of Police or Division Commander, which include:
 - » Firearms proficiency (qualification at minimum 80%)
 - » Cardio-Pulmonary Resuscitation (CPR) certification
 - » First Aid
 - » Arrest Control Tactics (ACT) and Defensive Tactics proficiency
 - » Baton (ASP)
 - » Oleoresin Capsicum (O.C.)
 - » Electro-muscular disruption device (Taser)
 - » Federal/State required hazardous materials and blood borne pathogen training,
 - » Intoxilyzer
 - » Field Sobriety Test proficiency
 - » Radar / Lidar Certification
 - » With written approval of the Division Commander, documented specialized training directly related to the officer's present assignment may be substituted.
 - Must maintain a minimum of 40 hours of POST accepted training each year to maintain certification which includes the Police Department's mandatory in-service training requirements
 - Must maintain a three (3) or higher rating on annual department evaluation.
 - Must possess a valid Utah driver license. Driver license must be maintained throughout employment.

Police Officer II

1. Possess all applicable and valid licenses and certifications required for Police Officer I.
2. Must have a minimum of two (2) years full-time law enforcement experience.
3. Must obtain and maintain all certifications as required by the Chief of Police or Division Commander, including Crisis Intervention Team (C.I.T.).
4. Must have the minimum of an Associate's degree OR serve on a department special team to include:
 - a. SWAT
 - b. Hostage negotiations

- c. Bomb squad
- d. Accident Reconstruction Team
- e. Active Department Field Training Officer (FTO)
- f. Active Department Honor Guard
- g. Department Instructor/Coordinator as approved by the Chief of Police
- h. Proficiency in a secondary language to the extent that can be used for interpretation and interviews
- i. Other special assignment approved, in writing, by the Chief of Police.

Police Officer III:

1. Possess all applicable and valid licenses and certifications required for Police Officer I and Police Officer II.
2. Must have the minimum of an Associate's degree and at least three (3) years of law enforcement experience as a full-time law enforcement officer, or five (5) years of law enforcement experience as a full-time law enforcement officer.

Knowledge, Skills, and Abilities

Knowledge:

- Knowledge of modern law enforcement principles, procedures, techniques, and equipment.
- Working knowledge of criminal, traffic, and juvenile codes for the State of Utah.
- Working knowledge of the Utah judicial system and civil procedures, testifying, and courtroom demeanor.
- Working knowledge of laws governing arrest, search, and seizure.
- Basic criminal investigative techniques, including crime scene preservation, diagramming, interviewing and interrogation, photography, etc.
- Basic traffic accident investigation, police radio codes and procedures, report writing, grammar, and punctuation.
- Computer literate and working knowledge of the Spillman records management system and the Lexipol Policy Manual and Daily Training Bulletins.
- Working knowledge of the Police Department's policies and procedures.

Skills:

- Emergency vehicle operation and procedures.
- Pursuit driving techniques.
- Proficiency in firearms, defensive tactics, and handcuffing.

Ability to:

- Pursue, subdue, and apprehend a hostile and combative subject.
- Observe situations, record them, and react quickly and calmly.
- Act with tact and impartiality.
- Deal effectively and courteously with fellow officers and the general public.
- Communicate effectively, both verbally and in writing.
- Work independently.
- Exhibit imagination, initiative, and problem-solving capability in coping with a variety of law enforcement situations. React to change productively.
- Work in a paramilitary organization that relies on policies and procedures to govern the behavior of personnel.
- Exercise good judgment and maintain self-control during periods of extreme stress.
- Be effectively trained to prepare reports for agency and court use.
- Establish and maintain effective working relations with elected officials, department heads, coworkers, officials and employees of other jurisdictions, and the general public.

To Apply: Submit a completed City of St. George Employment Application online at careers.sgcity.org. Applications are reviewed on an ongoing basis. Position is open until filled. Refer questions to Human Resources at 435-627-4670. Pre-employment drug screening and criminal background screen are required. The City of St. George is an inclusive Equal Employment Opportunity employer that considers applicants without regard to gender, gender identity, sexual orientation, race, color, national origin, age, disability or genetic information. We make reasonable efforts to provide reasonable accommodation to disabled candidates.



ST. GEORGE POLICE DEPT.

265 N. 200 E.
St. George, Utah
84770
435-627-4940

PAYSCALE

	0 - 2 YEARS EXPERIENCE			2 - 5 YEARS EXPERIENCE			5 - 7 YEARS EXPERIENCE		
POLICE OFFICER I (ONE)	Trainee (in academy) \$40,248 \$19.35	\$45,991 \$22.11	\$57,489 \$25.64	\$68,987 \$33.17					
POLICE OFFICER II (TWO)				\$53,336 \$25.64	\$66,670 \$32.05	\$80,004 \$38.46			
POLICE OFFICER III (THREE)					\$57,437 \$27.61	\$71,796 \$34.52			Top pay w/longevity (15 yrs) \$86,155 \$41.42

Pay scale does not account for increases in the pay range (annual market survey)
Lateral Transfer Officers are hired at rates up to 100% of PO III DOE
2% longevity increase annually to 120% of pay range (\$41.42)

#IAMSGPD

