

**City of Florence**  
**Police Officer**  
*Represented by Florence Police Employees Association*

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DEPARTMENT: Police  
CLASSIFIED: Regular  
DATE: January 2011

REPORTS TO: Police Sergeant  
POSITION STATUS: Non-Exempt  
SALARY: \$20.42-\$29.67/Hr

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The City of Florence is seeking applicants for the position of Police Officer. Florence is a small coastal community with a population of just under 10,000. Florence is surrounded by many lakes, the Siuslaw River, sand dunes, and the ocean.

Chosen applicants will be required to take a written test and ORPAT (The Oregon Physical Abilities Test). Applicants that pass these tests will be invited to an Oral interview. The successful applicant(s) must pass a criminal background check that includes a credit history check, submit to a pre-employment drug test and pass a Psychological Evaluation.

Applications will be accepted through March 27, 2011 at 5 p.m. Please send applications to Florence City Hall, 250 Hwy 101, Florence, Oregon 97439, Attention: Jacque Betz

Applications are available on the City of Florence website, at City Hall or by calling (541) 997-3436.

For additional information contact Lt. Ray Gutierrez (541) 997-3515 during business hours.

Florence is an equal opportunity employer, committed to non-discrimination in recruitment selection, hiring, pay, promotion, retention or other personnel action affecting employees or candidates for employment. Therefore, discrimination in employment against any person on the basis of race, color, religion, national origin political affiliation, gender, age, marital status or disability is prohibited. Personnel decisions shall be based on merit and the ability to perform the essential functions of the job, with or without reasonable accommodation.

## **POLICE OFFICER**

### **CURRENT PAY SCHEDULE** – as of July 1, 2010

Minimum: \$20.42 (Hr)      Maximum: \$26.97 (Hr)

**PURPOSE OF POSITION:** Performs law enforcement and crime prevention work including patrol and investigation; enforces federal, state and local laws; does related work as required.

**ESSENTIAL JOB FUNCTIONS:** An employee in this class performs general law enforcement work. Work is normally performed under the general supervision of a Sergeant who assigns and reviews work for conformance to laws and departmental rules and regulations.

Follow all safety rules and procedures established for work areas.

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Patrols streets, businesses and residential areas to enforce traffic and criminal laws; issues warnings or citations for violations; performs security checks for suspicious persons or

Vehicles: observe and report hazardous conditions, obstructions to traffic, and other emergencies and responsible to direct traffic at special events, crime scenes, accident scenes, and assist when needed at fire scenes and power outages.

Work overtime as necessary.

Responds to calls, including major crimes, civil complaints, thefts, assaults, family disputes; take appropriate action; maintains written records and prepares reports necessary for accident and crime investigations, crime prevention; prosecution and office activities.

Conducts investigations and interrogations; gathers evidence and interviews victims and witnesses.

Serves criminal arrest warrants, applicable court orders and subpoenas; prepares and serves search warrants.

Perform crime prevention activities, which include surveillance patrols, and dissemination of information to the public.

Makes arrests; books and searches prisoners; provides food and medication to prisoners; fingerprint and photograph prisoners; performs hourly checks; transports and releases Prisoners; perform jail duties as required; provide court security as needed.

Investigates drug activity reports and maintains surveillance of suspected drug activity; meets with informants; gathers, evaluates and distributes information to proper agencies.

Enforces animal control laws; apprehends stray dogs and transports to the veterinarian or to the Humane Society; issues citations or warrants for violations. –

Testify in Court.

Participates in public relations programs which may include public speaking to citizen and/or school groups;

Performs CPR and first aid when needed;

Directs road traffic; delivers emergency messages; responds and provides assistance to other law enforcement agencies.

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Have the ability to perform the duties of a School Resource Officer in the local schools.

Perform all other related duties as assigned.

**AUXILIARY JOB FUNCTIONS:** The safe operation of law enforcement equipment including, firearms, motor vehicles and other related law enforcement equipment.

**MANDATORY MINIMUM REQUIREMENTS:**

- Must be 21 years of age at the time of appointment
- Must have a High School diploma or General Education Degree (GED) or equivalent
- Be a U.S. citizen
- Must possess a valid Oregon driver's license at time of hiring
- Have a good driving record
- Have not been convicted of a felony crime or of violating any law involving use, possession, or manufacture of a controlled substance
- Must possess a satisfactory combination of experience and training which demonstrates the knowledge, skills and ability to perform the duties of the position
- Must be able to communicate effectively both verbally and in writing
- Must be able to understand and appropriately act on verbal and written instructions
- Must be able to work independently and perform appropriately and effectively In emergency situations
- Must be able to make decisions quickly based on knowledge available
- Must be able to prepare complete accurate reports in writing
- Must be able to be able to deal tactfully with the public
- Must be able to maintain effective working relationships with co-workers
- Must be able to work any and all shifts assigned, and on a rotating basis.
- Must be able to physically perform all work assigned
- Must have a working knowledge and skill level in computers

**SPECIAL REQUIREMENTS/LICENSES:**

- Must possess or have the ability to obtain a Department of Public Safety and Standards Training (DPSST) basic officer certificate within 18 months of appointment
- Must attain and maintain basic first aid and CPR Certification.
- May be required to attend the Basic Corrections Academy and obtain a basic corrections officer certification through DPSST.

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**DESIRABLE ADDITIONAL QUALIFICATIONS:**

- Bi-lingual ability in Spanish and English
- Any higher level educational degree

**PHYSICAL DEMANDS OF POSITION:** While performing the duties of this position, the employee is frequently required to sit, communicate, reach, and manipulate objects, tools, or controls. The position requires mobility and the ability to operate a motor vehicle. Position is typically required to move materials weighing up to 10 pounds on a recurring basis, and on occasion lift or move more than 100 pounds. Position may be required to deal with violent and combative individuals requiring considerable physical effort.

**WORKING CONDITIONS:** Work locations are in all types of indoor and outdoor environments and may be exposed to all types of weather conditions. Must deal with individuals who may become violent, combative, under the influence of drugs/alcohol or who have communicable diseases. Incumbent operates police vehicles and may be required to sit for extended periods while performing various duties.

**SUPERVISORY RESPONSIBILITIES:** Although supervision is not normally a responsibility of positions in this classification, employees may be requested to provide work guidance and/or training to new officers.

**SUPERVISION RECEIVED:** Works under the direction of the Police Lt. or his/her designee.

**THE ABOVE DESCRIPTION COVERS THE MOST SIGNIFICANT DUTIES PERFORMED BUT DOES NOT INCLUDE ALL OTHER DUTIES AS ASSIGNED OR NECESSARY.**

**THE SUCCESSFUL CANDIDATE WILL BE RESPONSIBLE TO PURCHASE OR OWN THEIR OWN DUTY FIREARM THAT MEETS DEPARTMENT'S REQUIREMENTS AS DESIGNATED BY THE CHIEF OF POLICE.**