



City of Powell Position Description

Position Title: Police Officer
FLSA Status: Non-Exempt
Reports to: Police Sergeant
Employment Type: Full-time

Pay Grade: Union Contract
Service Type: Classified
Revision Date: June 2024

Nature of Work:

This position is responsible for law enforcement work in the protection of life and property through the enforcement of laws and ordinances of the City of Powell and the Ohio Revised Code.

Work involves responsibility for the protection of life and property, prevention of crime, apprehension of persons alleged to have committed a crime, and the enforcement of laws and ordinances. An employee of this class may be assigned to uniformed patrol, traffic patrol, crime prevention, investigative work, juvenile work, or other specialized department activity. Work involves significant personal danger in the pursuit of assigned duties. Officers must exercise independent judgment in meeting both routine and complex emergencies and act without immediate direct supervision. A significant portion of time involves public contact where discretion and tact are to be conscientiously exercised. Assignments and instructions are received in general terms from a superior officer who reviews work methods and results through reports, observations, and discussions.

Given the nature of this classification's duties/responsibilities, it has been designated as Non-Exempt under the governing Fair Labor Standards Act regulations and, therefore, is entitled to formal overtime compensation and/or formal compensatory time.

Essential Functions of Work:

- Patrols within the boundaries of the City, by vehicle or foot, and makes physical checks to observe, prevent, or terminate unlawful acts; maintains communication with dispatch; reports crimes or unusual situations; responds to calls or initiates actions; backs up other units as required.
- Responds to calls involving traffic crashes and other serious accidents; secures scene to protect victims and property; gives first aid and calls for medical assistance; interviews participants and witnesses; collects additional related information and completes reports.
- Facilitates the movement of people and vehicles, including enforcement of all traffic regulations; controls and redirects traffic in congested areas and scenes of emergency or danger; promotes traffic safety; assists stranded motorists; enforces parking restrictions; prevents the blockage of sidewalks, streets, and other public accesses.

- Operates speed-measuring devices and monitors traffic; stops violators and issues warnings or citations; conducts appropriate tests for the determination of intoxication.
- Responds to a wide range of citizen needs and requests, at times under emergency conditions, responds to requests for assistance for a variety of reasons related to security.
- Responds to reports of criminal activity, searching buildings, residences, and surrounding areas for criminal subjects; secures scene to restore peace and protect evidence; calls for assistance as needed; and provides backup to other officers engaged in confrontation or arrest activities.
- Interviews complainants and witnesses; analyzes probable sequence of events; seeks additional data through research, telephone calls, interviews, and other methods; identifies, arrests, fingerprints, and takes into custody offender(s) for probable cause; advises such persons of their Constitutional rights; search for weapons or contraband; interrogates regarding act(s) committed; transports for incarceration; testifies in court proceedings to provide known facts and evidence.
- Serves as the evidence, property, and identification officer; receives records, and stores evidence and property; disposes of property through various means; maintains a strict chain of custody; clarifies and files fingerprints; and classifies and enters photographs.
- Prepares case and other incident reports; completes daily reports.
- Provides trustworthy and credible testimony.
- Periodically practices the use of authorized firearms and maintains a qualification of those firearms.
- Attends continuing education seminars and lectures on various law enforcement practices and techniques.
- May be subject to personal hostility; potential exists for sustaining serious bodily harm or possible death in the performance of duties.
- Promotes and maintains responsive community relations in the performance of work. Follows safe work procedures.

Nonessential Functions

- Performs other related duties as assigned.

Supervisory Responsibilities:

- None.

Minimum Qualifications:

- High school diploma or equivalent.
- Must be 21 or older at the time of appointment.
- Non-Certified applicants must start an Academy prior to reaching the age of 35. No age limit for currently certified Ohio Police Officers (ORC 124.41, Police Department Qualifications – Police Cadet Program).
- No Felony convictions.
- Regular attendance, as governed by and in accordance with applicable rules, regulations, procedures, and laws, is regarded as an essential requirement of this classification.

Licensure/Certification Requirements.

- Successful completion of a State certified Peace Officer basic training program.
- Ability to acquire and maintain certification (pursuant to state standards) for the operation of on-duty and off-duty firearms.
- Possession of a valid Ohio driver's license and vehicle insurance.

Knowledge, Skills, and Abilities:

- Knowledge of national, state, and local civil and criminal statutes on which charges and arrests are executed.
- Knowledge of police rules and regulations and standard operating procedures.
- Knowledge of the City and location of important buildings.
- Ability to maintain a professional demeanor during stressful situations.
- Ability to handle sensitive public contacts and to deal tactfully and courteously but firmly with the public.
- Ability to analyze situations and adopt quick, effective, and reasonable courses of action with due regard to surrounding hazards and circumstances.
- Ability to observe accurately and remember faces, numbers, incidents, and places.
- Ability to understand and carry out oral and written instructions and prepare clear, comprehensive reports.
- Ability to distinguish confidential material and apply departmental standards for security and privacy.

- Ability to exercise sound, independent judgment, and to render objective decisions in the application of law and ordinances.
- Ability to apply techniques of self-defense and use necessary force to apprehend and restrain violent or hostile individuals.
- Skill in the use and care of firearms and other law enforcement equipment, and the operation of a motor vehicle.
- Skill in the use of investigation, interrogation, and interviewing techniques.
- Skill in the use of radio and communication procedures applicable to the police department.
- Thorough knowledge of business English usage and practice. Ability to prepare and present effectively, oral, and written, informative material relating to the activities of the department.
- Considerable knowledge of standard office procedures and practices and the use and maintenance of reports, records, and files.
- Considerable knowledge of the operation and care of standard office equipment, machines, and the office computer. Knowledge of specific software programs.
- Ability to establish and maintain effective working relationships with other employees and the general public, and to effectively and discreetly convey information.
- Ability to communicate with the public tactfully and courteously.
- Ability to attend work in a consistent, dependable, and prompt manner.

Working Environment and Physical Requirements:

- Must be physically capable of successfully performing the essential job functions of the Police Officer classification and be free of medical conditions that would preclude one from successfully performing said functions or would pose a direct threat to the health or safety of oneself or others.
- Visual acuity must be correctable to 20/20 and vision must be free of color deficiencies that would preclude one from performing the essential job functions or would pose a direct threat to the health or safety of oneself or others.
- Must be able to meet physical fitness entrance standards prescribed by the Academy of the City's choosing.
- Ability to demonstrate physical strength and dexterity in the use of hands and feet.

- Ability to sit for long periods at a time.
- Ability to walk and stand on a regular basis, sometimes for long periods at a time.
- Ability to safely and effectively operate a motor vehicle.
- Ability to safely, accurately, and effectively discharge a firearm (i.e. shotgun, AR-15, 9mm, or 40 caliber handgun) in the line of duty.
- Physical ability to work outdoors in/during inclement weather and adverse conditions.
- Ability to work hours beyond the set schedule, which at times may include evenings, overnight, weekends, and holidays.