

CITY OF SELMA
JOB DESCRIPTION
Urgent Posting

Job Title: Police Officer
Department: Police Department
Positions to be Filled: 3
FLSA: Non-Exempt

Salary Range: \$40,000.00 - \$48,000.00

Safety Sensitive Job: Yes

Security Sensitive Job: No

Job Description: Bicycle Patrol

Open Date: Tuesday, April 11, 2023

Closing Date: Until Filled

Note: Statements included in this description are intended to reflect in general the duties and responsibilities of this job and are not to be interpreted as being all-inclusive. The employee may be assigned other duties that are not specifically included.

Relationships

Reports to: Sergeant - Patrol

Subordinate Staff: None

Internal Contacts: All City Departments

External Contacts: General Public; Alabama Law Enforcement Agency (ALEA); Other Law Enforcement Agencies; Ambulatory Services; Sheriff; Game Warden; Alabama Department of Human Resources (DHR); Alabama Department of Corrections (DOC); Alabama Department of Transportation (ALDOT); Juvenile Probation; Attorneys; District Attorney; District/Circuit Courts; Department of Homeland Security (DHS); Alabama Emergency Management Agency (AEMA); Federal Emergency Management Agency (FEMA); E-911; Schools; Hospitals; Mental Health

Job Summary

Under the supervision of the Sergeant - Patrol, the employee performs law enforcement activities on behalf of the City Police Department; performs patrol duties of assigned area; processes civil and criminal papers in accordance with established procedures; provides security for court proceedings and special events held within the City; and performs maintenance checks on equipment prior to each shift. The employee prepares, documents, and submits accurate reports. The employee ensures equipment and uniforms are maintained and serviceable at all times. Employee also provides traffic control and issues citations as needed. Work is usually performed in accordance with well-defined procedures. This is a fully qualified job in the law enforcement job classification. This job is considered safety-sensitive and is subject to a pre-employment background check and random drug checks.

Essential Functions

ESSENTIAL FUNCTIONS: The following list was developed through a job analysis; however, it is not exhaustive and other duties may be required and assigned. A person with a disability which is covered by the Americans with Disabilities Act (ADA) must be able to perform the essential functions of the job unaided or with the assistance of a reasonable accommodation.

ESSENTIAL FUNCTION: Patrol Operations and Service Calls. The employee patrols community and ensures all state and local laws are enforced within the community.

1. Reports to patrol supervisor for assigned area and instructions.
2. Patrols City businesses, schools, churches, private residences and other special areas, as directed by supervisor and conducts building searches of anything found open or disturbed.
3. Makes notes during patrol of any abnormal situation for the areas, time of day, weather conditions, volume of traffic, assemblage of persons, etc.
4. Varies patrol route to prevent establishing a predictable pattern.
5. Responds to and investigates any complaint received; prepares a written report for each investigation.
6. Initiates investigation of complaints; informs supervisor and investigator of known facts, suspects and situation.
7. Provides backup support for other law enforcement officers, including those from other agencies as required.
8. Uses a variety of measuring devices to apprehend speeders.
9. Responds to traffic accidents and conducts investigations for accidents on public and private property; interviews victims and witnesses.
10. Issues Uniform Traffic Citations (UTCs) for violations of traffic laws.
11. Establishes traffic control and police protection at incidents which may cause or attract crowds.
12. Performs crowd and traffic control at parades, funeral processions, and sporting events.

13. Reports defective street lights, signs, road surfaces, or other facilities which service the public.
14. Assists in conducting traffic surveys to determine problem areas.
15. Assists in removing disabled vehicles and obstructions from roadways.
16. Assists stranded motorists; keeps traffic moving smoothly and safely; watches for traffic violations; directs traffic as required; assists with or provides escorts for funeral processions; performs emergency relays such as blood transports as required.
17. Assists in medical emergencies as needed by rendering first aid or assisting medical personnel.
18. Operates two-way radio in accordance with approved procedures; maintains radio contact with dispatcher; provides point-to-point communication with multi-agency responses requiring separate frequency utilization, such as state troopers, county sheriff departments, emergency management, ambulance services, etc.
19. Notifies supervisor of unusual problems or complaints encountered.
20. Enforces all laws of the State of Alabama and City.
21. Prepares written reports of offenses investigated, arrests, daily activities, unusual events, force used, buildings checked, field interviews, etc.
22. Remains on watch for property, business and dwelling fires; upon discovery, notifies the appropriate responding agencies and evacuates all persons from the structure or area; provides any assistance necessary to the responding agencies.
23. Operates the Department-designated breath testing device when certified for obtaining scientific evidence in suspected driving under the influence (DUI) related cases; performs tests for other agencies as directed; maintains Department of Public Health and court related documents and evidence information as required.
24. Responds to reports of chemical accidents and exposure to hazardous materials; identifies the material by shipping paper, placard, four-digit identification (ID) number or crate description; uses Haz-Mat Guide to initiate appropriate response; evacuate and secures as necessary; contacts communications and supervisor.
25. Maintains and investigates crime scenes, when necessary; collects fingerprints, takes photographs, makes sketches, and collects other evidence.
26. Accompanies Department of Human Resources personnel to check on cases of possible abuse, as necessary.
27. Checks with area businesses to determine problem areas.
28. Answers residential and business burglar alarms.

ESSENTIAL FUNCTION: Civil and Criminal Process. The employee follows through with court issued papers and follows departmental procedures when dealing with arrestees and the community.

1. Receives outline of duties to be performed from supervisor.

2. Serves various types of court issued papers in accordance with established procedures; provides general information to person receiving papers as to their responsibility of response or action.
3. Makes written execution after serving court issued papers including date of service, place of service and person receiving papers.
4. Presents and executes warrants of arrest on persons identified by appropriate issuing authority; ensures accurate identity of arrestee; provides all identification information necessary for incarceration to appropriate corrections staff or transfer agency.
5. Places person arrested by warrant in custody and transports to the City jail; completes formal booking procedures as required; assists in application of bail within department regulations; assists in transfer to other jurisdictional agency as required.
6. Provides appropriate direction pertaining to applicable criminal laws to victims or persons involved; advises as to options and give concise information as to procedure for obtaining warrants from jurisdictional magistrate or court clerk.
7. Testifies in court as required; answers questions.
8. Executes evictions upon persons as directed; makes arrangements for necessary labor and transportation to accommodate physical removal of persons or property from described premises; makes required written return to the issuing authority describing actions taken and condition of property.
9. Locates and serves described persons for mental health evaluation as directed by the probate court; utilizes necessary tactics to ensure safety of the public, the detainee and the officer; transports as required and makes written reports to the court, the department file and any mental health treatment facility staff as directed.
10. Advises victims of numbers of agencies they can call on for assistance.

ESSENTIAL FUNCTION: Security. The employee provides security for buildings, meetings, and events throughout the City.

1. Reports to supervisor for special instructions and an outline of duties to be performed.
2. Provides security at City jail when inmates are brought out of the secure environment for visitation, transfer to medical facility, extradition transfer, religious services, lawyer interview, bail applications, educational classes, etc.; assists in restoring order during disturbance or riots involving inmates.
3. Provides security for inmates transferred from the jail to another facility.
4. Provides security for all public events within the City's jurisdiction including such events as ball games, elections, dignitary visits, etc.
5. Provides security, as directed, at major crime scenes, fatality wreck scenes, designated protected areas, hazardous materials and chemical spills, etc.; verifies identity of necessary personnel entering crime for investigation purposes; provides security to prevent looting and vandalism in places of

- natural disaster such as tornado ravaged residential areas; assists EMA and FEMA officials as well as other support agencies.
6. Provides security, as directed by the appropriate jurisdictional court, for supervised child visitations and custody disputes.
 7. Provides security for intervention cases such as Department of Mental Health, Department of Human Resources, Board of Pardons and Paroles, Crime Victims Compensation Commission, Juvenile Probation, Court Referral Officer, Court Substance Abuse Officer, etc.; takes necessary action to prevent interference with or obstruction to the duties of the agency representative requesting assistance.

ESSENTIAL FUNCTION: Community Relations and Other Related Duties. Performs public relations and safety activities to increase public awareness of the policies and regulations established to protect and support the community and its citizens. Performs other related duties to enhance the image and operation of the Department.

1. Promotes good public relations by addressing citizens' questions and complaints.
2. Assists in school and community functions.
3. Assists stranded motorists; may unlock vehicles.
4. Provides escort for funerals.
5. Escorts employees with money deposits from businesses to banks.
6. Refers citizens to appropriate agencies for inquiries regarding civil matters (i.e., custody, evictions, etc.).
7. Assumes responsibility for assigned vehicle; performs daily check and monthly inspection; and arranges for routine and special maintenance with City shop.
8. Maintains videotapes, digital cameras, video cassette recorders (VCRs), and other surveillance equipment according to requirements; stores equipment as needed.
9. Conducts inspection of police equipment to include weapons, hand-held radios, Tasers, handcuffs, and other assigned items.
10. Provides support to other jurisdictions, as needed.
11. Attends training and development programs necessary to maintain personal and departmental requirements.
12. Attends specialized training classes to achieve specific expertise needed for current job or promotion.
13. Participates in safety and educational classes.
14. Maintains physical condition required for performance of duties.
15. Wears required safety and protective devices and equipment according to situation.

NON-ESSENTIAL FUNCTION:

Performs other job-related duties as required or assigned.

Knowledge, Skills and Abilities

(* Can be acquired on the job)

1. *Knowledge of the City, its buildings, and road system.
2. *Knowledge of City, state, and federal law and court procedures.
3. *Knowledge of disaster and emergency procedures.
4. *Knowledge of City and department rules, regulations, policies, and procedures.
5. Knowledge of Accident Manual, Alabama Criminal Code, and Alabama motor vehicle laws.
6. Knowledge of law enforcement procedures and techniques.
7. Knowledge of all forms and other paperwork required for Patrol Division.
8. Knowledge of evidence preservation/collection including fingerprinting.
9. Proficiency and knowledge of proper firearms use and maintenance of standard issue firearms.
10. Verbal skills to communicate factual information to co-workers, supervisors, general public, and court personnel.
11. Reading skills to read and understand department rules, regulations, policies, and procedures.
12. Writing skills to clearly, accurately, and neatly complete routine reports and other related paperwork.
13. Math skills to perform basic calculations (add, subtract, multiply, divide).
14. Listening skills to receive radio calls, take complaints, and interview witnesses.
15. Driving skills to safely and effectively operate department vehicle under adverse conditions.
16. Skills to properly maintain and use all types of weapons required to carry out job duties as described.
17. Ability to pursue and detain a fleeing or belligerent individual.
18. Ability to use a computer as needed for data entry, word processing, reports, and investigative strategies.
19. Ability to deal firmly and tactfully with the public.
20. Ability to maintain composure in stressful situations.
21. Ability to analyze situations quickly and objectively and to determine proper courses of action to be taken.
22. Ability to work independently without close supervision.
23. Ability to multi-task.
24. Ability to organize files and work assignments.
25. Ability to obtain information through interview and interrogation.
26. Ability to speak clearly and factually in court and other situations.
27. Ability to work outdoors under adverse conditions.
28. Ability to travel on foot for long distances without stopping, must be able to run, climb, jump, and crawl.
29. Ability to use a two-way radio.
30. Ability to wear personal protective equipment (PPE).
31. Ability to drive.

Minimum Qualifications

1. Possess a high school diploma or GED.
2. Possess and maintain Alabama Peace Officers' Standards and Training Commission (APOSTC) certification.
3. Possess a current and valid driver's license; must be insurable.
4. Ability to wear appropriate uniforms and safety equipment.
5. Ability to work nonstandard hours and emergency call-backs.
6. Ability to travel as required.
7. Ability to pass a pre-employment background check and an initial drug screen.

Physical Demands

The work requires considerable and strenuous physical exertion such as frequent climbing of tall ladders, lifting heavy objects over 50 lbs., crouching or crawling in restricted areas, and defending oneself or others from physical attack.

Work Environment

The work environment involves high risks with exposure to potentially dangerous situations or unusual environmental stress which require a range of safety and other precautions, e.g., working at great heights under extreme weather conditions, subject to physical attack or mob conditions, or similar situations where conditions cannot be controlled.

Selma Police Department

Bicycle Patrol Policy

I. Purpose:

The purpose of this policy is to establish procedures for the Selma Police Department bicycle patrol.

II. Policy:

The Selma Police Department shall implement a bicycle patrol. This is a special method of patrol; members will provide first-line police services in the area to which they are assigned. These areas include residential neighborhoods, public housing, business districts, parks and other others as may be appropriate. The bicycle patrol is to serve as an effective proactive force in crime prevention, crime detection and enforcement.

III. Eligibility For Assignment to Bicycle Patrol:

- A. Sworn personnel seeking assignment to become a Bicycle Officer shall submit a written request through the chain of command.
- B. Must have been evaluated at least standard on most recent employee evaluation.
- C. Must be in good physical condition, with no history of excessive use of sick leave.
- D. Must be current on in-service training hours.
- E. Must be willing to attend and successfully complete an approved basic police bicycle course. Such course will be at departmental expense.

IV. Equipment:

- A. An approved mountain bicycle with reflective decal stating "Police" affixed to both sides of the frame tube.
1. Rear bicycle cargo rack
 2. Cargo bag, upright type mounting on rear with white lettering stating "Police".
 3. Head lamp with rechargeable battery
 4. Rear lamp with red lens which can be seen at 2,000 feet.
 5. Cable lock
 6. Tool kit
 7. Water bottle and rack

V. Procedures:

- A. Bicycle Patrol Officer shall be used to patrol high crime areas, bicycle patrol officer shall also be utilized at the discretion of the Shift Commander and Supervisor.

Bike patrol officer shall be utilized for parades, community event, school event and other special events.

- B. A minimum of two Bicycle Patrol Officer will be utilized when deployed.

C. Weather

Bicycle Patrol Officers will work year round. Bicycle Officer will not operate their bicycle during severe weather where the safe operation of the bicycle is questionable (i.e., snow, rain, fog, extreme heat or cold).

VI. Maintenance of the Bicycle

1. Each member assigned a police mountain bicycle shall be responsible for its maintenance and care: and shall perform or cause to be performed routine and preventative maintenance as necessary.
2. A daily safety check for safe operation and use shall be completed by each member prior to beginning his/her tour of duty. Such check shall include:
 - a. Brakes (cable adjustment and wear and brake pad wear)
 - b. Tire (inflation and tire wear)
 - c. Gears/sprockets (to include chain tension);
 - d. Auxiliary equipment: (lights, cargo rack, seat, handlebar)
 - e. General cleanliness and appearance.
3. All major repairs and yearly scheduled maintenance will be performed by a certified bicycle mechanics authorized by the department.

Note: Bicycle Officers will be responsible for notifying their supervisor of any bicycle damage that occur during their shift or damage that had occurred prior to their shift.

VII. Transportation of Bicycles

Police issued bicycles will be transported by securing the bicycle(s) to a bicycle rack located to the rear of patrol unit. If bicycle rack is not available, the front tire of the bicycle shall be removed and the bicycle can be placed in the back seat of the police vehicle.

VIII. Bike Officer Equipment

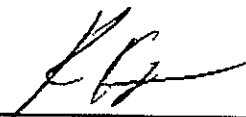
Necessary specialized equipment for Bicycle Officer shall be issued, and shall include.

- a. Bicycle shorts
- b. Bicycle pants
- c. Bicycle helmet

- d. Bicycle gloves
- e. Bicycle shirt
- f. Bicycle winter jacket

Note: It is not permissible for a bike officer to ride a police bicycle in standard issued uniform.

Note: No one other than certified police bike officers are permitted to ride a department owned bicycle.



Kenta K. Fulford, Chief of Police

3 JAN 23

Date