

EMPLOYMENT OPPORTUNITY

POLICE OFFICER- Police Department (LATERAL TRANSFER – Utah Certifiable Peace Officers Only)

In compliance with the Americans with Disabilities Act, persons needing Accessibility and/or Language assistance help should contact 801.629.8701, visit <http://accessibility.ogdencity.com> or contact Relay Utah at 711 or 888.735.5906.

IMPORTANT DATES: This will be an on-going recruitment process between December 17, 2019 and November 30, 2020. Oral interviews and Physical fitness test will be scheduled as needed.

IMPORTANT NOTICE: *Please note the physical fitness requirements in this notice (Excerpts from Policy 14A-Physical Fitness) that will be administered on the dates given in this announcement and must be passed in order to continue on with the testing process. These standards may require training to be met. If you need assistance understanding or meeting these requirements, please contact Lt. Tyler Hanson at 801-629-8605.*

The Ogden City Police Department is a mid-sized police agency nestled along the Wasatch Mountains of Northern Utah. Ogden City offers a wide range of recreational and cultural activities. Benefits packages include a competitive insurance plan, compensation for Spanish fluency and tuition reimbursement. Opportunities inside the department include Patrol, Investigations, Crime Reduction Squad, Narcotics, Metro Gang Unit, Motors/Traffic, Community Policing/Bike Patrol, Crime Analyst and School Resource Officer. The Ogden Police Department offers a competitive lateral process in which qualified candidates will be rewarded year for year for their experience. **We also offer a \$2,000 hiring bonus for successful lateral candidates, an initial \$1,100 uniform purchase allowance (A list of required items to be purchased will be supplied), Education incentive annually of \$1,000 Associates, \$2,000 Bachelors and \$3,000 Masters and a Bonus program of \$105,000.00 over 35 years.**

Year –

- 1 - \$1,000 cash
- 2 - \$2,000 cash
- 3 - \$3,000 cash
- 4 - \$4,000 cash
- 5 - \$5,000 cash
- 10 - \$5,000 cash. A \$2 for \$1 match up to \$10,000.00 for amount of bonus invested in a qualified retirement investment account (401K, 457, Health Savings Account, ROTH IRA).
- 15 - \$5,000 cash. A \$2 for \$1 match up to \$10,000.00 for amount of bonus invested in a qualified retirement investment account (401K, 457, Health Savings Account, ROTH IRA).
- 20 - \$5,000 cash. A \$2 for \$1 match up to \$10,000.00 for amount of bonus invested in a qualified retirement investment account (401K, 457, Health Savings Account, ROTH IRA).

- 25 - \$5,000 cash. A \$2 for \$1 match up to \$10,000.00 for amount of bonus invested in a qualified retirement investment account (401K, 457, Health Savings Account, ROTH IRA).
- 30 - \$5,000 cash. A \$2 for \$1 match up to \$10,000.00 for amount of bonus invested in a qualified retirement investment account (401K, 457, Health Savings Account, ROTH IRA).
- 35 - \$5,000 cash. A \$2 for \$1 match up to \$10,000.00 for amount of bonus invested in a qualified retirement investment account (401K, 457, Health Savings Account, ROTH IRA).

Experience and Training Guidelines: Must be **currently or within the last two years employed** as a Peace Officer (Law Enforcement Officer) in Utah or another state; **may have retired or resigned from a full time sworn LEO position within the last two years.** Applicants must be at least 21 years of age at time of appointment; training equivalent to the completion of the twelfth grade is required; **Possession of a P.O.S.T. Law Enforcement Officer certificate or the ability to immediately obtain one is required. POSSESSION OF A VALID UTAH DRIVER'S LICENSE.** Work is performed in an environment that could include exposure to stressful situations of considerable magnitude resulting from human behavior; perform moderately heavy physical activity, which may require running, standing, walking, crawling, or sitting uncomfortably for extended periods. Exposure to disagreeable elements such as cold, dampness, heat, and noise. Intermittent exposure to infectious disease, bodily fluids, disturbed individuals, emotionally unbalanced individuals. May be required, during prolonged emergency situations, to work without sleep for extended periods; subjected to traffic hazards during emergency responses through heavy traffic. May be required to work varying hours to accommodate work schedules.

Knowledge of: Police methods and procedures, ability to observe situations, record them and react quickly and calmly. Ability to act with tact and impartiality. Ability to deal effectively and courteously with fellow officers and the general public. Ability to develop skill in the use of firearms and the operation of police vehicles. Ability to communicate effectively, both verbally and in writing. Ability to exhibit imagination, initiative and problem-solving capability in coping with a variety of law enforcement situations. Ability to develop knowledge of initial investigative techniques, such as crime scene preservation, interview and interrogation techniques, traffic control, report writing, police emergency procedures, and knowledge of state and local laws and ordinances. Must be able to pursue, subdue and apprehend a hostile and combative subject. Ability to meet necessary special requirements and be able to react to change productively and to handle tasks as assigned.

Ability to: Use and properly care for firearms; understand, interpret and apply laws, regulation, policies and procedures; prepare clear, accurate and grammatically correct reports and presentations; analyze situations quickly and objectively to determine and take emergency action; identify potential crime situations or traffic hazards and take preventative action; meet the first aid requirement as prescribed by the State of Utah; communicate clearly and concisely, both orally and in writing; establish and maintain cooperative working relationships with those contacted in the course of work; meet the physical fitness standards as specified by Utah P.O.S.T. for certification; maintain physical condition appropriate to the performance of assigned duties which may include effecting arrests; subduing resisting individuals, chasing fleeing subjects; running, standing, walking, crouching, crawling or sitting in uncomfortable positions for extended periods of time during emergency operations; moving equipment and injured/deceased persons; climbing stairs/ladders; performing life saving and rescue procedures; operating assigned police equipment and vehicles; effectively deal with personal danger which may include exposure to armed/dangerous persons, dangerous animals, communicable diseases, hazards of emergency driving, hazards associated with traffic control and working in and near traffic, natural and man made disasters; maintain effective audio-visual discrimination and perception needed for making observations, communicating with others, reading and writing, operating assigned equipment and vehicles; maintain mental capacity which allows the capability of exercising sound judgment and rational thinking under dangerous circumstances; evaluate various options and alternatives and choose an appropriate and reasonable course of action; demonstrate intellectual capabilities during training and testing process;

cooperate with other departments of the city in order to help improve the quality of life within the community; work all shifts. **Demonstrate compliance with police department physical fitness standards by taking the department administered physical fitness test battery and scoring at or above the minimum standard for each test battery event. Employees must periodically retest and demonstrate compliance with the minimum physical fitness standards, at least annually, as set forth in the department physical fitness policy. Maintain physical condition appropriate to the performance of assigned duties and responsibilities as follows:** *Having the aerobic power to perform essential pursuit and use of force situations involving sustained effort. Having anaerobic power to perform essential pursuit, extraction and use of force situations involving short intense effort. Having the upper body and abdominal muscular endurance to perform pursuit, lifting, carrying and extraction essential functions. Having the upper body absolute strength to perform essential lifting, pushing and pulling essential functions. Having the explosive leg power for performing pursuit, lifting and carrying and extraction essential functions.*

All applicants who are hired after 90 days from the original date the eligibility list is certified by the Ogden City Civil Service Commission will be required to again take and pass the applicable fitness test prior to being hired.

Essential Functions: Receives general supervision from supervisory and management staff. Perform a variety of duties in the enforcement of laws and the prevention of crimes; to control traffic flow and enforce State and Local traffic regulations; perform a variety of technical and administrative tasks in the support of the Departments mission statement; to be able to solve criminal and non-criminal community problems, utilizing a variety of agencies and citizen support; to become aware of Community Oriented Policing and support its values. Patrol a designated area of the City to preserve law and order, discover and prevent the commission of crimes, and enforce traffic and other laws and ordinances; check buildings for physical security; provide quality service to all members of the community fairly, honestly, equally and with respect for human dignity; respond to general public service calls and complaints including domestic disturbances, civil complaints, property control, automobile accidents, robberies, and other misdemeanor and felony calls; collect, process, photograph and present evidence including fingerprints, fiber, blood and related physical evidence; enforce traffic laws and ordinances; check speed with radar; issue warnings and citations; direct traffic at fires, special events and other emergency or congested situations; prepare reports on arrests made, activities performed and unusual incidents observed; conduct traffic analysis and general traffic surveys; conduct investigations of serious injury and fatality traffic accidents; maintain custody of prisoners; transport prisoners to jail.

When Assigned to Detective Division: Contact and cooperate with other law enforcement agencies in matters relating to the apprehension of offenders and the investigation of offenses; maintain contact with citizens regarding potential law enforcement problems and preserve good relationships with the general public; take an active role in the area of public education relative to crime prevention; investigate crimes; gather and preserve evidence; interview victims, complainants and witnesses; identify and interrogate suspects; apprehend and arrest offenders; testify and present evidence in court.

When Assigned to any Division: May serve as an Intelligence Officer; gather crime related intelligence information and conduct background investigations; coordinate information and activities with outside agencies and jurisdictions; provide public education on sexual awareness and child abuse; oversee and coordinate crime prevention activities; make presentations to local citizens and community groups; may serve as a K-9 Officer, member of the department S.W.A.T. Team, or member of the Drug Task Force. Perform related duties and responsibilities as required.

Tattoos and Body Piercing: All applicants will be required to conform to the Ogden City Police Policy. (See attached policy)

Veteran's Preference Points: Must submit DD-214 **with application and before the closing date** in order to be awarded points.

Driver License Report (MVR): Driver license report (MVR) will be obtained by the Human Resources division when applicable.

Education Requirement: Successful applicant **must** submit a copy of their high school diploma or GED **before** appointment.

Salary Range: 12 steps PO: \$1,503.11 to \$2,358.47 (DOQ) bi-weekly rate. Steps will be awarded on a year for year basis through step 12.

Application Procedure: On-line applications will be accepted at www.ogdencity.com until November 30, 2020. If you do not have access to a computer, you may come to the Ogden City Human Resources office located at 2549 Washington Blvd., Suite 220, Ogden, UT 84401 between the hours of 8:00 a.m. to 5:00 p.m. Monday through Friday.

Physical Fitness Test: Scheduled by appointment for as required location will be provided for those candidates selected to continue in the hiring process. **Fitness test will be administered on this date – please be prepared as this is a pass/fail test.**

Oral Interviews: Scheduled by appointment for those individuals who pass the Physical Fitness Test.

Must successfully complete a background check.
A psychological evaluation may be administered.

All applications/resumes will be evaluated and ranked on the basis of relevant education and experience as stated therein. Highest ranking applicants may be invited for a physical fitness test/personal interview.

WE ARE A DRUG FREE WORKPLACE

AA/EOE/ADAAA

December 17, 2019

Ogden City Police Policy Manual

Excerpts from Policy 14A-Physical Fitness

V. VALIDATED TEST STANDARDS

The following test standards have been scientifically validated as job related by Thomas & Means and Associates through a study conducted for URMMA in 1998 and 1999. There are five physical fitness tests that will be given in one day as a battery of tests:

- A. 1.5 Mile Run. This measure aerobic power of cardiovascular endurance (the ability to sustain exertion over time.) The test consists of running/walking as fast as possible the distance of 1.5 miles.
- B. Minimum Pushup. This measures the muscular endurance of the upper body. The test consists of doing as many pushups as possible, from the front lean and rest position with no time limit.
- C. One Minute Sit-up. This measures the abdominal or trunk muscular endurance. The test consists of lying on the ground and doing as many bent leg sit-ups as possible in one minute.
- D. Vertical Jump. This measures leg power. The test consists of jumping beside a wall or other measuring device and marking how high the member can jump from a standing position.

Each test is scored separately, and members must meet the standard on each and every test. The tests are given all in the same day. The standards are as follows:

Test	Standard
1.5 Mile Run	15 minutes, 54 seconds
Minimum Pushup	25
One Minute Sit-up	35
Vertical Jump	16 inches

Ogden City Police Policy Manual

Excerpts from Policy 23-Authorized Uniform and Equipment

All OPD employees will be governed by the following provisions governing body piercings and related jewelry, and tattoos:

“Representing the Ogden Police Department” includes any off-duty employment that involves use of police authority granted under employment with the Ogden Police Department, any off-duty employment where the police vehicle is utilized and/or the uniform or any markings indicating employment with the Ogden Police Department are utilized, or any off-duty employment where the officer is identified as an Ogden Police officer for the purpose of credibility in the employment, e.g. teaching at any of the Law Enforcement Academies or institutions of higher learning.

“Visible” means that while wearing the uniform or any of its variations within Policy 23, and while engaged in any of the activities and/or duties required of an OPD Officer.

Body piercing and related jewelry will not be visible at any time with the OPD uniform, or any of its variations within Policy 23, or at any time while representing the Ogden Police Department at training, court, or in any on-duty status, regardless of location, job or assignment.

Tattoos may be visible based on the following criteria:

1. The tattoos are not vulgar, profane, racist, or of a subject, wording, or depiction not in keeping with law, policy, or the professional standards of the Ogden Police Department.
2. The tattoos are not on the hands or less than one inch (1”) above the wrists.
3. The tattoos are not visible on the head, face, throat, ears, or anywhere above the collar of the OPD uniform shirt or its variations under Policy 23. An exception is the OPD Physical Fitness Uniform T-Shirt and only when worn as part of an authorized OPD Physical Fitness test.

Ogden Police Department members of the Weber Morgan Narcotics Strike Force are under the jurisdiction of the Strike Force’s policy during the time of their assignment but must keep in mind that they will be governed by this policy upon their return to Ogden Police Department assignments.

The Chief of Police has final decision on whether or not a tattoo is in keeping with this policy and his/her decision is not appealable. The Chief of Police may, at his/her sole discretion, order the covering of any tattoo. “Sleeving” is discouraged, as are all ostentatious displays of tattoos. Officers considering new or additional tattoos which may be questionable under this policy are advised to review the tattoo(s) with the Chief’s Office prior to application.