

MUNICIPAL FIRE AND POLICE CIVIL SERVICE

CITY OF BROUSSARD ---- PARISH OF LAFAYETTE

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MUNICIPAL FIRE AND POLICE CIVIL SERVICE

CITY OF BROUSSARD ---- PARISH OF LAFAYETTE

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Original Adoption: 03-24-16

Revision Dates: 09-02-21, 08-22-24

FIRE SERVICE

FIRE ADMINISTRATIVE ASSISTANT

(Competitive Class)

DISTINGUISHING FEATURES OF THE CLASS

This class encompasses a highly responsible non-supervisory administrative position, the primary duties of which include assisting the Fire Chief in directing, planning, and coordinating fire department administrative activities in such areas as records, finance, personnel management and human resources. The Fire Administrative Assistant prepares correspondence for the chief, receives and processes records and reports, and oversees the maintenance of inventory and supplies. The Fire Administrative Assistant performs duties independently with little supervision, reporting to and having work reviewed by the Fire Chief.

EXAMPLES OF WORK

The examples listed below are illustrative only. They are not intended to include all duties which may be assigned, nor are they intended to exclude other duties which may be logical assignments to this class.

Assists with managing the operation of a fire department function or division, and works with the Fire Chief in the management of all department operations on one shift. Cooperates with the Fire Chief to set goals and objectives for the department, or an assigned function or division. Works with the Fire Chief to plan and organize departmental operations having to do with equipment and apparatus. Assists with inspections of various divisions, observes department operations, and takes appropriate action to correct or improve problem areas. Aids Fire Chief in planning and organizing operations related to personnel. Keeps informed on local trends that may affect the fire service, and assists with giving reports, offering advice, and making recommendations when attending all meetings required by the local governing authority. Participates in the research and planning for programs and activities of the department. Conducts polls and surveys on questions or problems related to the fire service, and organizes and analyzes data. Organizes special projects related to public relations or the image of the fire department. Coordinates the work of the department with related federal, state, and local agencies, releasing information and giving assistance when needed.

Collaborates with the Fire Chief on meetings with fire department personnel for the purpose of receiving reports and disseminating information. Maintains communications between the fire scene and other authorized personnel, calls for assistance when needed, and relays necessary information on operations at the emergency scene by operating communications equipment. Provides for the needs of firefighting and other emergency personnel at the scene of an incident.

Acts as a receptionist to visitors to the Fire Chief's office, including answering the telephone, and directing visitors and calls to the appropriate individuals or offices. Schedules appointments and maintains a calendar of events for the Fire Chief. Places phone calls for the Fire Chief and handles routine questions and requests from callers and visitors following department procedures. Receives, reviews, and processes mail and other materials in accordance with departmental procedures. Processes outgoing mail and interdepartmental correspondence. Types letters, forms, memos, statements, formal reports, or any other documents as assigned by the Fire Chief. Develops new procedures for office functions when necessary, and recommends management policies and goals to the Fire Chief.

Oversees department records and reports, and provides for the maintenance of all records, including personnel records, records of activity, and inventory records. Works with the Fire Chief to determine what information should be included in all records of the department, and determines in what form this information should be kept. Reviews records and forms completed by personnel, and inspects records-keeping systems and facilities to ensure proper maintenance of all records and reports. Prepares payroll records. Assists in the preparation of LFIRS reports. Personally completes all forms or records required. Proofreads typed material and corrects errors. Locates and retrieves information or documents from hard copy files and the computer database. Briefly reviews correspondence, reports, and other materials to be filed to determine the subject matter. Maintains records on the location of materials removed from files and traces missing files. Extracts information or summarizes contents of files for use by department personnel.

Assists the Fire Chief in the preparation of the departmental operating budget by gathering information and helping compile and organize data needed to prepare the budget. Authorizes expenditure of funds, and prepares expenditure and revenue estimates. Assists with the purchasing of equipment and supplies, keeping such purchases within the established budget. Arranges for repairs and maintenance of all department facilities, equipment, or operating systems, or assigns such to qualified department personnel. Ensures inventory and supplies are properly maintained. Orders and distributes supplies and equipment to department personnel as required.

Responds to all structure fires to assist in any area needed, to include but not limited to accountability, rehab, firefighting, salvage and report writing. Employees in this class may also assist in pre-fire planning/inspections of all commercial occupancies to help the department meet annual goals.

Performs any related duties assigned.

QUALIFICATION REQUIREMENTS

Unless otherwise specified, all requirements listed below must be met by the filing deadline for application for admission to the examination.

Must meet all requirements of the Municipal Fire and Police Civil Service Law, including being a citizen of the United States and of legal age.

After offer of employment, but before beginning work in this class, must pass a physical examination, the selection and administration of which shall be authorized by the Appointing Authority, designed to demonstrate good health and physical fitness sufficient to perform the essential duties of the position, with or without accommodation.

Applicant must possess one of the following: high school diploma, high school equivalency certificate, high school transcript, affidavit from the issuing high school, associate's or bachelor's degree, or college transcript, any one of which must indicate that graduation has occurred or a degree awarded. A certification of completion shall not be sufficient to substitute for a diploma or equivalency certificate.

Must not be less than twenty-one (21) years of age.

Fire Administrative Assistant BU

Original Adoption: 03-24-16

Revision Dates: 10-14-22

POLICE SERVICE

POLICE OFFICER

(Competitive Class)

DISTINGUISHING FEATURES OF THE CLASS

This class encompasses responsible, entry-level positions in the police department, the primary duties of which are protecting and safeguarding life and property within the community. Employees of this class are responsible for the enforcement of state and municipal laws, regulations, and ordinances. Work involves making regular patrols, directing traffic, and investigating accidents, crimes or suspicious activity in accordance with prescribed departmental rules and regulations. Employees of this class work with a moderate degree of supervision, having authority to work independently in most areas. Employees of this class report to and have work reviewed by a Police Sergeant. This class ranks directly below that of Police Sergeant.

EXAMPLES OF WORK

Examples listed below are illustrative only. They are not intended to include all duties which may be assigned, neither are they intended to exclude other duties which may be logical assignments to this class.

Patrols assigned area to increase police visibility, discourage traffic violations and other criminal activity, discover crimes in progress, and observe potentially hazardous conditions. Blocks off roadway in case of hazards or provides for removal of debris found in the roadway. Patrols targeted areas of high crime incidence or gang violence. Stops, questions, checks, and records identification of individuals who appear to be acting suspiciously or who seem to be out of place. Maintains cover awareness during patrol by constantly observing surroundings. Communicates with headquarters and other personnel by operating a police radio in accordance with correct procedures.

Conducts vehicle stops, checks driver and stopped vehicle for compliance with safety and licensing requirements. Issues citations for traffic violations. Verifies proof of insurance when vehicles are stopped for other violations or when they are involved in an accident. Observes, stops, and interviews motorists suspected of driving while intoxicated or under the influence, administers field sobriety tests, and makes DWI/DUI arrests. Trains and works with K-9 patrol dog.

Investigates traffic accidents by interviewing drivers, passengers, and witnesses and by examining physical evidence. Takes photographs of traffic accident scene in order to provide a visual record of evidence. Clears accident scene by summoning wrecker service and ensuring that debris is removed from the roadway. Removes or assists in removing injured persons from wrecked vehicles. Provides emergency medical care by examining ill or injured persons and giving them treatment until appropriate medical personnel arrive.

Protects crime scene by establishing a perimeter and limiting access to authorized persons so that evidence will not be disturbed. Provides for the safe flow of traffic around an accident. Evaluates the type and seriousness of a crime using established departmental policy to determine if a detective is needed at the crime scene. Provides information to crime victims, explains procedures that will be followed in the investigation, or notifies victims when property has been recovered or when suspects have been apprehended. Briefs other department personnel about a crime, the victims, and possible suspects and witnesses. Identifies, protects, and documents any evidence found at the accident scene.

Responds to crimes-in-progress by employing appropriate procedures such as anticipating the location or address and utilizing available cover in making approach to location. Responds to and investigates crimes of domestic violence, assault and battery, and sexual deviance by providing for victim safety, determining probable cause, and making a referral to local services available for victims. Identifies suspects and apprehends perpetrators of crimes. Issues explicit, direct, and forceful verbal commands to suspect. Arrests suspect, with or without an arrest warrant, by stating specific charges and advising suspect of Miranda rights; handcuffs suspect and conducts appropriate search for weapons and contraband. Transports arrested person to holding facility or jail. Obtains medical attention for arrested person who is ill or incapacitated.

Interviews crime victims and witnesses and records the information in written statements. Distributes or broadcasts to other law enforcement personnel a detailed description of suspects and/or vehicles. Secures and executes arrest or search warrants by preparing affidavits and/or warrant forms, securing warrant numbers, and getting approval of a judge or magistrate. Identifies, collects, labels and preserves evidence using appropriate procedures for protecting the chain of possession. Determines possible motives for a crime or incident by reviewing and analyzing information gathered. Maintains surveillance and patrol presence in places where problems involving juveniles have occurred or are likely to develop. Patrols area for juvenile curfew violations and detains juvenile truants during school hours. Patrols areas for evidence of underage drinking. Takes juveniles into custody who have committed a crime or delinquent act or in need of care. Communicates with juvenile offenders and their parents or legal guardian to explain the law and penalties for alleged offenses. Investigates crimes against juveniles using appropriate procedures to ensure the protection of the child.

Maintains proficiency in the use of firearms and other weapons by practicing at a firing range or other designated training facility. Maintains proficiency in defensive tactics by practicing frisk and handcuff techniques, pressure point control tactics, or other self-defense techniques. Inspects and maintains equipment such as vehicles, weapons, and radar. Participates in service training to keep abreast of new procedures and laws. Engages in armed encounters with suspects to neutralize the threat to officers or the public. Maintains control of firearm in close encounters by using appropriate physical defensive strategies. Physically disarms suspect by maintaining element of surprise and distraction while causing suspect to lose grip on weapon. Takes down resisting suspect by using special techniques, equipment, or chemical spray agents.

Receives and responds to complaints from the public and processes complaints according to departmental procedures. Responds to questions from the public, exercising courtesy and tact. Gathers information on public opinion about matters of concern to the department through informal contacts, polls, or surveys. Maintains effective police-community relations by enhancing an attitude of cooperation with all segments of the population. Maintains professional demeanor and appearance when in contact with the public.

Records pertinent information on log sheets relating to daily work activities, time usage, vehicle mileage or maintenance, crimes, and suspects. Completes standard report forms such as the Uniformed Traffic Accident Report. Communicates all relevant information about an incident. Prepares for court testimony by reviewing the laws of evidence and all relevant information about the case. Testifies in court.

Performs any related duties assigned.

QUALIFICATION REQUIREMENTS

Unless otherwise specified, all requirements listed below must be met by the filing deadline for application for admission to the examination.

Must meet all requirements of the Municipal Fire and Police Civil Service Law, including being a citizen of the United States and of legal age.

After offer of employment, but before beginning work in this class, must pass a physical examination, the selection and administration of which shall be authorized by the Appointing Authority, designed to demonstrate good health and physical fitness sufficient to perform the essential duties of the position, with or without accommodation.

Applicant must possess one of the following: high school diploma, high school equivalency certificate, high school transcript, affidavit from the issuing high school, associate's or bachelor's degree, or college transcript, any one of which must indicate that graduation has occurred or a degree awarded. A certification of completion shall not be sufficient to substitute for a diploma or equivalency certificate.

Must possess a valid driver's license.

Must not be less than twenty-one (21) years of age.

Police Officer BU Original Adoption: 03-24-16 Revision Dates:

POLICE SERGEANT

(Promotional Class)

DISTINGUISHING FEATURES OF THE CLASS

This class encompasses responsible supervisory positions in the police department, the primary duties of which include the supervision of subordinate police personnel for an assigned division in the department. Police Sergeants assist in the supervision and management of specialized divisions of the police department. Incumbents in this position assist with directing patrol operations and traffic control, as well as performing law enforcement duties. Police Sergeants also maintain the records and equipment of an assigned division. Employees of this class work with a moderate degree of independence in the performance of their assigned tasks, reporting to and having work reviewed by a Police Lieutenant. The class of Police Sergeant ranks immediately below that of Police Lieutenant.

EXAMPLES OF WORK

Examples listed below are illustrative only. They are not intended to include all duties which may be assigned, neither are they intended to exclude other duties which may be logical assignments to this class.

Supervises assigned personnel in the police department. Participates in developing procedures to accomplish goals for the division and recommends changes to policies and procedures when necessary. Delegates assignments to subordinates. Sets task priorities, outlines responsibilities and duties, and sets long term goals for subordinates in order to best accomplish the goals of the department. Provides subordinates with the tools necessary to accomplish their work and provides assistance or on-the-job training when necessary. Holds meetings and reviews reports written by subordinates. Evaluates work performance and writes employee evaluation reports; determines if additional training or assistance is needed. Inspects the appearance of subordinate personnel to ensure they meet departmental standards. Counsels employees who are experiencing work problems and handles complaints and grievances. Provides a procedure for the resolution of complaints. Gives constructive feedback on work performance to motivate employees and provide for employee growth and development. Maintains discipline among subordinates and recommends disciplinary action to a superior officer.

Maintains proficiency in the use of firearms and other weapons. Uses self-defense tactics and techniques. Supervises patrol and traffic control operations. Patrols assigned areas in order to increase police visibility and maintain public safety. Operates motorcycle or patrol car in accordance with department procedures. Questions suspicious individuals and apprehends or arrests individuals suspected of committing crimes. Searches for, identifies, collects, labels, and

preserves evidence, using appropriate procedures for protecting the chain of possession. Protects crime scene to ensure evidence is not removed or disturbed. Monitors assigned areas to detect traffic violations and conducts vehicle stops. Investigates traffic accident and issues warnings and citations. Interrogates suspects and interviews crime victims and witnesses; records information in written statements. Secures and executes arrest warrants. Testifies in court when required. Oversees the arrest and processing of juveniles. Supervises the transportation of prisoners from one location to another. Controls crowds at large events and disperses unlawful or disorderly assemblies using appropriate means.

Participates in the preparation and maintenance of departmental records and reports, reviews incoming communications, and approves reports written by subordinates. Records daily information on log sheets and maintains incident and suspect files. Writes letters and memoranda in order to effectively communicate information or requests, applying the basic principles of composition and grammar. Ensures accuracy of reports by compiling and analyzing data. Exchanges pertinent information with other individuals or agencies by entering and retrieving data from the computer information systems. Monitors any local conditions which may create situations the department may be called upon to handle. Promotes a positive public image of the department. Answers questions and handles complaints from the public; provides assistance and information as needed.

Participates in the general care and maintenance of department equipment, vehicles, stations, and other related property. Inspects and maintains facilities and equipment to ensure they are in good operating conditions. Assures repairs and maintenance done to equipment were properly accomplished. Assists in inventory control and disbursing supplies and equipment to personnel.

Assists in developing a training program for the department and sees that the program is properly staffed and supplied with training resources. Makes recommendations for improvements in the program when necessary. Participates in providing for employee training in the department and evaluates training needs. Schedules outside training to meet training needs not available in the departmental program. Assists in preparing, administering, and grading written tests to evaluate success in training. Trains and works with K-9 patrol dog. Participates in developing and implementing a safety program for the department. Provides assistance to smaller law enforcement agencies in the area when required.

Performs any related duties assigned.

QUALIFICATION REQUIREMENTS

Unless otherwise specified, all requirements listed below must be met by the filing deadline for application for admission to the examination.

Must meet all requirements of the Municipal Fire and Police Civil Service Law, including being a citizen of the United States, and of legal age.

After offer of promotion, but before beginning work in this class, must pass a physical examination, the selection and administration of which shall be authorized by the Appointing Authority, designed to demonstrate good health and physical fitness sufficient to perform the essential duties of the position, with or without accommodation.

Must possess a valid driver's license.

Must be a regular and permanent employee in the class of Police Officer immediately preceding closing date for application to the board.

Police Sergeant BU

Original Adoption: 03-24-16

Revision Dates: 09-02-21

POLICE LIEUTENANT

(Promotional Class)

DISTINGUISHING FEATURES OF THE CLASS

This class encompasses responsible supervisory positions of law enforcement, the primary duties of which include the management of a specialized division of the police department and the supervision of subordinate personnel within that section. Employees of this class are required to perform administrative duties to provide for the efficient operation of the assigned division. Police Lieutenants also oversee the preparation and maintenance of records, supervise the care and maintenance of assigned equipment, property, and supplies, and perform and supervise law enforcement duties. Police Lieutenants work with a moderate degree of independence in the performance of their assigned tasks, reporting to and having work reviewed by the Police Captain. This class ranks immediately below that of Police Captain.

EXAMPLES OF WORK

Examples listed below are illustrative only. They are not intended to include all duties which may be assigned, neither are they intended to exclude other duties which may be logical assignments to this class.

Manages the operation of a division in the police department as assigned by the Police Chief, which may include patrol, investigative, traffic control, training, special operations, administrative support, juvenile operations, or other specialized divisions. Commands and supervises personnel within assigned division. Conducts inspections of division and takes action to improve problem areas.

Delegates assignments to subordinates, outlines duties and responsibilities, and sets task priorities in order to best accomplish the goals of the department. Provides on-the-job training to subordinates and supplies them with the tools and resources necessary to accomplish tasks. Inspects the appearance of subordinate personnel to ensure they meet departmental standards. Investigates accidents involving department equipment or personnel and makes recommendations to avoid future accidents. Maintains discipline among employees and recommends disciplinary action to the Police Chief. Evaluates employee work performance, writes evaluation reports, and determines if additional training is needed. Reviews reports written by subordinates to determine if jobs were completed effectively. Handles employee complaints and grievances and counsels employees who are experiencing work problems. Motivates employees and provides for growth and career development. Ensures work schedules meet department staffing requirements and approves leave.

Uses computer information systems to enter and retrieve data and to exchange information with other individuals. Gathers and distributes intelligence information. Writes letters and reports using the basic principles of composition and grammar. Compiles and organizes data needed for reports, records necessary information on log sheets relating to daily work activities, and maintains incident and suspect files using accurate and comprehensive notes. Provides for the general care and maintenance of department equipment, vehicles, stations, and other related property and inspects such to ensure they are in good operating condition. Orders, purchases, distributes, and keeps records of inventory of supplies and equipment. Manages fleet and issues maintenance purchase orders. Handles IT maintenance and repairs computers when necessary.

Acts as a department representative to the public and promotes a positive public image of the department. Answers questions and handles complaints from the public. Oversees tours of the department for school or civic groups. Keeps informed on local activities that may affect the police service and coordinates with other agencies. Identifies local areas in need of law enforcement by reviewing crime statistics and monitors local conditions which may require police assistance. Testifies in court to facilitate a proper disposition of the case.

Evaluates training needs and develops a training program for the department. Makes improvements to the program if necessary. Serves as an instructor for training in legal update, traffic procedures, defensive tactics, and other topics when required. Develops job simulation exercises to rate skills acquired during training. Conducts research and analyzes statistical data to prepare lesson plans, training material, and written tests. Administers and grades tests. Oversees training of K-9 patrol dog. Maintains proficiency in the use of firearms and other weapons and uses self-defense tactics. Develops tactical plans for response to various emergency situations and manages disaster control activities.

Performs any related duties assigned.

QUALIFICATION REQUIREMENTS

Unless otherwise specified, all requirements listed below must be met by the filing deadline for application for admission to the test.

Must meet all requirements of the Municipal Fire and Police Civil Service Law, including being a citizen of the United States and of legal age.

After offer of promotion, but before beginning work in this class, must pass a physical examination, the selection and administration of which shall be authorized by the Appointing Authority, designed to demonstrate good health and physical fitness sufficient to perform the essential duties of the position, with or without accommodation.

Must have a valid driver's license.

Must be a regular and permanent Police Sergeant immediately preceding the closing date for application to the board.

Police Lieutenant BU

Original Adoption: 03-24-16

Revision Dates: 09-02-21

POLICE CAPTAIN

(Promotional Class)

DISTINGUISHING FEATURES OF THE CLASS

This class encompasses a highly responsible managerial position of law enforcement, the primary duties of which include directing lower-ranking supervisors in the performance of their duties and handling assigned administrative functions of police department operations. The Police Captain participates in financial planning for the department and is responsible for the oversight of vehicle/equipment maintenance, inventory control and other designated functions. The employee of this class assumes command of departmental operations in the absence of a superior officer. Routine duties are handled independently, with special assignments received from the Assistant Police Chief or Police Chief. This class ranks directly below that of Assistant Police Chief.

EXAMPLES OF WORK

Examples listed below are illustrative only. They are not intended to include all duties which may be assigned, neither are they intended to exclude other duties which may be logical assignments to this class.

Assumes command of all departmental operations in the absence of a superior officer. Manages the deployment of available manpower and oversees subordinate supervisors in charge of general law enforcement, crime prevention, juvenile operations, traffic control/accident investigation, criminal investigation, patrol operations, special tactical operations, or other specialized areas. Ensures that required police services are provided to the public while working to minimize expense to the department. Oversees departmental inspections to evaluate the effectiveness of assigned services and takes appropriate action to correct problem areas or make needed changes. Participates in an internal affairs review process to investigate code of conduct violations, remove unfit personnel or correct procedural problems. Conducts and supervises research done for the purpose of planning and making management decisions. Studies relevant literature and participates in conferences, conventions, and other educational meetings to keep informed on modern law enforcement methods and administrative practices. Evaluates new laws, regulations, ordinances and court rulings relating to police department operations to determine if changes in department policies and procedures are needed. Organizes and oversees police department logistics and staffing for large local events.

Shares information and communicates with the District Attorney's office to facilitate the successful disposition of cases. Coordinates the work of the department with related federal, state and local agencies, cooperating and exchanging pertinent information, as needed. Monitors and keeps informed on any local conditions or trends which may create situations that affect police service response. Participates in a pre-planned Incident Command System providing for modular organization, integrated communications, unified command structure, consolidated

action plans, span-of-control and comprehensive resource management. Serves as an officer or unit leader over a specified function in an incident command system.

Participates in the department's personnel recruitment and selection program by interviewing prospective employees and providing for physical fitness testing. Oversees and participates in the development of a training program for the department, ensuring that the program is properly staffed and supplied with resources. Provides for employee training at all levels within the department, allowing for outside instruction when necessary. Routinely evaluates training needs and makes recommendations for improvements to the training program. Serves as a training instructor, as needed.

Works with subordinate supervisors to manage leave requests, work schedules and staffing levels. Establishes task priorities and long-term goals for subordinate supervisors in order to best accomplish the objectives of the department. Outlines responsibilities, duties and expectations and ensures subordinates have the tools, resources and training to effectively carry out their duties. Delegates assignments for the most effective operation of the department. Oversees the work pace and progress of assigned jobs in order to determine if changes in method or additional training are required. Sees that counseling is provided to employees with work problems or grievances. Assists superior officers by ensuring that departmental rules are enforced and that discipline is maintained. Evaluates the work performance of subordinates and writes employee evaluation reports. Holds meetings in order to inspect appearance, provide information and discuss work related matters. Recommends promotions, based on current eligibility lists in accordance with civil service law. Provides daily mentoring, coaching and assistance in field work to subordinate employees.

Participates in the operation of the general accounting system for the department to provide an accurate record of liabilities, assets and financial transactions. Records expenses, disbursements and related financial transactions. Handles money used for investigative purposes and keeps track of funds. Authorizes the expenditure of funds allocated for police department operations, ensuring expenditures are within the established budget. Supervises the review and approval of purchase requisitions, vouchers for payment or related financial records and sees that they are submitted to the proper authority. Gathers information and prepares revenue/expenditure estimates to be used in the development of the department's operating budget. Prepares a section of the operating budget for an assigned area and reviews divisional operating budgets. Researches potential grants and completes grant applications in order to obtain funds for specific department programs. Administers grant-funded projects ensuring that funds are used as specified.

Oversees and participates in the general care, inspection, maintenance, and use of all department vehicles, equipment and property. Assigns repair and maintenance tasks to qualified department personnel or locates outside service for repairs and obtains repair cost estimates. Provides for the inspection of vehicles or equipment after repairs to ensure proper working order. Oversees and participates in the purchase and disbursement of equipment and supplies. Supervises the inventory control function for the department. Investigates accidents involving department equipment or personnel, determines cause and makes changes to avoid future accidents. Participates in the development and implementation of a safety program providing

for ongoing safety education and training.

Reviews incoming communications, handling matters, making assignments to staff and writing notes as necessary to route work to the appropriate person or location. Completes forms and creates/maintains records related to work activity, purchasing, inventory, maintenance, fuel consumption, evidence, investigations, suspects, training and personnel. Develops new forms or revises old forms to improve accuracy and efficiency. Composes letters and memoranda in response to requests or as needed to handle departmental problems. Oversees the preparation and maintenance of departmental records by reviewing records or reports completed by subordinates and by periodically inspecting systems and facilities for maintaining records. Oversees and participates in the use of computer information systems to enter, update, share and retrieve data. Manages multiple software systems used by the department.

Conducts research of technical data, crime reports, department records and statistics to identify target areas for crime prevention, community relations or employee training efforts. Prepares speeches and demonstrations on crime prevention or related law enforcement topics to be delivered personally or by other department personnel. Responds to inquiries or complaints from the public about law enforcement operations, promoting a positive public image of the work of the department. Serves as an official department representative at assigned meetings in order to give reports, offer advice and make recommendations.

Performs any related duties assigned.

QUALIFICATION REQUIREMENTS

Unless otherwise specified, all requirements listed below must be met by the filing deadline for application for admission to the examination.

Must meet all requirements of the Municipal Fire and Police Civil Service Law, including being a citizen of the United States, and of legal age.

After offer of promotion, but before beginning work in this class, must pass a physical examination, the selection and administration of which shall be authorized by the Appointing Authority, designed to demonstrate good health and physical fitness sufficient to perform the essential duties of the position, with or without accommodation.

Must possess a valid driver's license.

Must have served as a regular and permanent employee in the class of Police Lieutenant for at least one (1) year immediately preceding closing date for application to the board.

Police Captain BU Original Adoption: 09-02-21 Revision Dates:

POLICE CLERK

(Competitive Class)

DISTINGUISHING FEATURES OF THE CLASS

This class encompasses responsible clerical positions, the primary duties of which are receiving and processing records and reports of the department. Police Clerks complete assigned records and enter such information into the department computer, perform typing and filing duties, and act as receptionists for the department. Employees of this class perform routine duties independently, reporting to and receiving instruction from the Secretary to the Police Chief, who is the immediate supervisor of this class.

EXAMPLES OF WORK

Examples listed below are illustrative only. They are not intended to include all duties which may be assigned, neither are they intended to exclude other duties which may be logical assignments to this class.

Opens and reads incoming mail for the department, and distributes to the proper person or division. Receives, processes and files electronic or hard copies of departmental records, reports, interdepartmental correspondence, and other materials. Stamps incoming documents to record the date and time received. Checks records and reports for completeness, accuracy, and conformity to established procedures. Proofreads typed material, records and reports and corrects errors or returns them for correction. Replies to any routine correspondence or requests following departmental procedures. Types letters, forms, memos, statements, formal reports, or any other assigned documents. Prepares reports for or handles requests from the offices of the district attorney, the city prosecutor or the probation and parole department. Processes, maintains or works with documents including citations, court dockets, warrants, subpoenas, Uniform Crime Reports and crime lab letters.

Files correspondence, forms, records, or reports alphabetically, numerically, chronologically or by subject matter and recommends revisions to the system as needed. Locates and retrieves information or documents from hard copy files and the computer. Keeps records on the location of materials removed from files and traces missing files. Archives printed materials for future use or reference by department personnel. Collects fines and bond money and issues receipts. Processes payments, deposits and expense reports. Orders and maintains inventory of supplies and equipment for the office, distributing such as needed.

Operates a computer terminal in order to enter or remove information from files. Utilizes a copier, fax machine and scanning equipment in order to perform necessary tasks. Provides informal, on-the-job training for new clerical employees.

Acts as receptionist for the department, answering telephone calls and handling routine questions and requests. Screens walk-in visitors to determine their needs and directs them to the appropriate party. Schedules and tracks appointments, meetings, court transports, subpoena services and other important dates, notifying proper personnel.

Performs any related duties assigned.

QUALIFICATION REQUIREMENTS

Unless otherwise specified, all requirements must be met by the filing deadline for application for admission to the examination.

Must meet all requirements of the Municipal Fire and Police Civil Service Law, including being a citizen of the United States and of legal age.

After offer of employment, but before beginning work in this class, must pass a physical examination, the selection and administration of which shall be authorized by the Appointing Authority, designed to demonstrate good health and physical fitness sufficient to perform the essential duties of the position, with or without accommodation.

Applicant must possess one of the following: high school diploma, high school equivalency certificate, high school transcript, affidavit from the issuing high school, associate's or bachelor's degree, or college transcript, any one of which must indicate that graduation has occurred or a degree awarded. A certification of completion shall not be sufficient to substitute for a diploma or equivalency certificate.

Must not be less than twenty-one (21) years of age.

Police Clerk BU Original Adoption: 03-24-16 Revision Dates:

SUPERVISOR OF DEPARTMENTAL RECORDS

(Promotional Class)

DISTINGUISHING FEATURES OF THE CLASS

This class encompasses a responsible supervisory position, the primary duty of which is overseeing work of all Police Clerks. The incumbent in this position is responsible for training all new hires and managing the daily operations in the records division of the department, including inspecting misdemeanor reports for accuracy according to the LIBRS codes, records processing, directing and assigning work to subordinates, and evaluating the work performance of all Police Clerks. The incumbent of this position also has some financial responsibilities, including paying the department's monthly court bills. The Supervisor of Departmental Records reports to and has work reviewed by the Secretary to the Police Chief.

EXAMPLES OF WORK

Examples listed below are illustrative only. They are not intended to include all duties which may be assigned, neither are they intended to exclude other duties which may be logical assignments to this class.

Supervises employees by inspecting the appearance of equipment and personnel, assigning work or duty areas, reviewing reports written by subordinates, holding meetings to receive reports and distribute information or discuss work problems, resolving employee complaints and grievances, overseeing and evaluating work performance of subordinates, writing employee evaluation reports, discussing work performance with subordinates, discussing performance of subordinates with superiors, and counseling employees who are experiencing work problems. Assists superior in assigning work schedules and approving leave. Reviews work to be done and delegates assignments to subordinates. Maintains discipline by recommending disciplinary action.

Reviews records and reports completed by subordinates and periodically inspects systems and facilities for keeping the records. Maintains logs, records, and files of correspondence. Files and retrieves records and reports as required. Keeps records on the location of materials removed from files, and to whom materials were released. Traces missing files. Personally completes all forms and records required. Uses computer information systems to enter, update, retrieve, and/or exchange data. Utilizes office programs (Microsoft Word, Excel, PowerPoint) to develop forms or records, enter data and retrieve information as required. Maintains confidentiality of sensitive and limited access data. Issues licenses, permits or other permissive documents based on a review of submitted documents. Issues summons, warrants and other official orders as provided in law or regulation. Records and files complaints and accident reports. Assists in the

disposal of obsolete files and records in accordance with established retirement schedules or legal requirements.

Supervises employees who open, sort, stamp, and distribute the mail to the proper person, section or office for the department. Answers any telephone calls coming in on assigned lines and handles routine matters or transfers caller following departmental procedures. Oversees employees who acts as receptionist by screening visitors to determine their business and directing them to appropriate individuals or offices for the department. Prepares and processes outgoing mail by assembling documents for mailing to external persons or offices; including collating materials, stuffing and addressing envelopes, and sorting and labeling addressed envelopes. Prepares special mailings (e.g., certified, registered, express mail, insured, return receipt requested, etc.). Drafts instructions or office procedures for subordinate staff. Services office equipment (performs routine preventative maintenance; replaces supplies such as paper, toner, etc.; arranges for maintenance; etc.).

Reads, refers to, and/or interprets the law, rules, regulations, policies, reports, incoming correspondence, and/or procedural briefs in order to solve a problem or answer a question. Interprets rules, regulations, policies and/or procedures to visitors, clients, customers and/or members of the public. Supervises employees who read incoming materials and sort according to subject matter. Analyzes letters or other requests for information to determine the form, record, or other document to send to the requestor. Briefly reviews correspondence, reports, drawings, and other materials to be filed to determine subject matter. Proofreads typed materials and corrects errors. Receives department records and reports and checks them for completeness, accuracy, and conformity to established procedures; corrects errors in records and reports or returns them for correction. Checks final copy of correspondence for proper form and completeness.

Develops, recommends, or sets management policies, goals, objectives, and procedures for a division. Participates in the accounting for the money and assets of an assigned function or division of the department. Reviews accounting records for mistakes or completeness; verifies and reconciles account balances; records expenses, disbursements, and related financial transactions of department accounts to maintain accurate fiscal records; receives, records, balances, and issues petty cash or other monetary payments; and issues receipts for money received.

Develops, or assists in developing, a training program for the division and sees that such program is properly staffed and supplied with training resources. Personally trains new or inexperienced staff employees in standard clerical procedures and office procedures, specialized account keeping procedures and techniques, the use of a word office software programs such as Microsoft Word, Excel or PowerPoint, and the use of standard office machines.

Inspects and orders supplies and equipment needed. Distributes supplies and equipment to personnel as required. Maintains inventory of supplies and equipment. Operates various office

equipment: office paging or intercom system, copy machine, computer/laptop, calculator, computer scanning equipment, postage meter, mailroom equipment, and telephones.

Promotes a positive public image of the work of the department in the daily performance of duties. Answers inquiries or handles complaints from the public in person or by telephone about the operation of the department/division and related areas.

Performs any related duties assigned.

QUALIFICATION REQUIREMENTS

Unless otherwise specified, all requirements must be met by the filing deadline for application for admission to the examination.

Must meet all requirements of the Municipal Fire and Police Civil Service Law, including being a citizen of the United States and of legal age.

After offer of employment, but before beginning work in this class, must pass a physical examination, the selection and administration of which shall be authorized by the Appointing Authority, designed to demonstrate good health and physical fitness sufficient to perform the essential duties of the position, with or without accommodation.

Must be a regular and permanent employee in the class of Police Clerk for at least 5 years immediately preceding closing date for application to the board.

Supervisor of Departmental Records BU

Original Adoption: 08-22-24

Revision Dates:

SECRETARY TO THE POLICE CHIEF

(Competitive Class)

DISTINGUISHING FEATURES OF THE CLASS

This class encompasses a responsible clerical position, the primary duty of which is assisting the Police Chief by providing administrative support and overseeing the operation of the police records division. The Secretary to the Police Chief receives, processes and files records and reports of the department and maintains scheduled appointments for the Police Chief. The incumbent of this class prepares departmental payroll records, assists in the preparation of the departmental budget, and acts as a receptionist for the police department. The Secretary to the Police Chief works independently in most areas with general instructions from the Police Chief who supervises and reviews the work of this class.

EXAMPLES OF WORK

Examples listed below are illustrative only. They are not intended to include all duties which may be assigned, neither are they intended to exclude other duties which may be logical assignments to this class.

Oversees the operation of the police department records division by ensuring adequate facilities for record storage, supervising police records clerks and reviewing records and reports completed by subordinates. Creates, revises and inspects systems for record-keeping, as needed. Receives department records and reports and checks them for accuracy, completeness and conformity to established standards. Proofreads typed materials and sees that all errors are corrected. Ensures that incoming mail or other material is date-stamped and distributed to the appropriate person. Reads incoming materials and sorts according to subject matter. Files correspondence, forms, records and reports in hard copy files or a computer database, according to the appropriate organizational scheme. Locates and retrieves information or documents from any file, and traces missing files. Performs driver's license and background checks on new employees or at the request of the District Attorney. Operates a computer terminal in order to enter or remove routine information from department records or files. Supervises Police Record Clerks by assigning work schedules, approving leave and evaluating work performance. Holds meetings with subordinate clerical personnel to receive reports, provide information or delegate work assignments. Develops new procedures for office functions when necessary.

Obtains information from time clock and makes calculations necessary to compute payroll. Prepares payroll records and processes changes including raises, out of class pay or additions to the payroll. Tracks compensatory time, overtime and holiday pay. Handles questions or complaints from employees regarding pay, and deals with any errors or changes to payroll.

Creates and maintains personnel and training records on all employees as well as a roster of department personnel, including contact information. Accounts for the money and assets of the records division and maintains the checking account. Collects fines and bond money and issues receipts. Posts items into journals, ledgers or other accounting records and balances accounts at the end of the month. Compiles information such as salaries, hours, overtime and related data to be used in developing the annual budget. Assists the Police Chief in preparing the operating budget for the department. Participates in annual audit of department, as needed.

Schedules appointments, opens incoming mail, places telephone calls and screens visitors for the Police Chief. Notifies the chief of scheduled meetings and visitors arriving at the department. Processes outgoing mail and interdepartmental correspondence. Types letters, forms, memos and any other assigned documents, taking dictation and transcribing from notes or recordings as needed. Attends and takes minutes at meetings, as directed by the Police Chief. Composes letters and replies to any routine correspondence on own initiative. Performs background checks. Extracts information or summarizes contents of files for use by department personnel. Compiles and organizes data needed for reports by reading graphs, charts and manuals. Writes reports and completes all forms or records required. Works with the Police Chief to maintain and update departmental policy and procedure manuals, as needed.

Operates various office machinery, such as computers, facsimile machine, scanners and copiers. Locates repair services and gets estimates on repair costs for any assigned equipment. Prepares purchase requisitions. Maintains an inventory of supplies and equipment for the records division.

Acts as receptionist to visitors, including answering telephone calls and transferring call to the appropriate department or person. Responds to questions and handles any routine requests by visitors to the office.

Performs any related duties assigned.

QUALIFICATION REQUIREMENTS

Unless otherwise specified, all requirements listed below must be met by the filing deadline for application for admission to the examination.

Must meet all requirements of the Municipal Fire and Police Civil Service Law, including being a citizen of the United States and of legal age.

After offer of employment, but before beginning work in this class, must pass a physical examination, the selection and administration of which shall be authorized by the Appointing Authority, designed to demonstrate good health and physical fitness sufficient to perform the essential duties of the position, with or without accommodation.

Applicant must possess one of the following: high school diploma, high school equivalency certificate, high school transcript, affidavit from the issuing high school, associate's or bachelor's

degree, or college transcript, any one of which must indicate that graduation has occurred or a degree awarded. A certification of completion shall not be sufficient to substitute for a diploma or equivalency certificate.

The applicant must be not less than twenty-one (21) years of age.

Secretary to the Police Chief BU

Original Adoption: 03-24-16

Revision Dates: