



**CITY OF GOODYEAR**  
Department of Human Resources  
190 North Litchfield Road, P.O. Box 5100  
Goodyear, AZ 85338

<http://www.goodyearaz.gov>

**INVITES APPLICATIONS FOR THE POSITION OF:**

**Police Officer - Lateral**

*An Equal Opportunity Employer*

**SALARY**

\$53,769.25 - \$75,974.50 Annually

**ISSUE DATE:** 01/31/20

**FINAL FILING DATE:** Continuous

**THE POSITION**

**First Review Date: February 19, 2020**

**Second Review Date: March 25, 2020**

The Goodyear Police Department is a professional and progressive organization taking great pride in providing excellent customer service to the community. The Department is committed to the philosophy of community policing, providing many protective and proactive policing programs resulting in a low crime rate.

**BRIEF DESCRIPTION OF THE POSITION:**

City of Goodyear Police Officers patrol the City of Goodyear to enforce Arizona state laws and City ordinances. They respond to emergency situations, educate the public regarding safety and security, and perform administrative duties as required. They must possess high ethical standards, actively participate in teamwork, and demonstrate knowledge of safety principals and an awareness of safety requirements at all times.

At the City of Goodyear, you will be a part of an organization that values its employees as its greatest asset. You will become part of a dedicated team of professionals that are committed to build and maintain a highly engaged workforce. You will be challenged to learn and grow in an environment that values employee development and career-building. You will thrive in a culture of innovation.

We believe that successful employees are those that possess six core values:

**Adaptability - Empathy - Innovation - Initiative - Integrity - Optimism**

If these six core values are on your list of personal attributes and you want to be a contributing member of Goodyear, then don't wait -- **APPLY TODAY!**

**MINIMUM QUALIFICATIONS:**

All applicants must be 21 years of age, have a valid driver's license, possess current peace officer certification, and possess a high school diploma or equivalent. Applicants must be able to pass required tests outlined below and a thorough background examination which includes a polygraph, psychological examination, medical examination and drug screening.

Officers hired are prohibited from having any body markings on their face, neck, hands, and/or head.

Qualified candidates will fit into one of the following categories:

**AZ POST Lateral Police Officer**  
**Out-of-State Lateral/Waiver Police Officer**  
**AZ POST certified applicants**

**PREFERENCE WILL BE GIVEN TO AZ POST CERTIFIED OFFICERS**

**AZ POST LATERAL POLICE OFFICER**

The Goodyear Police Department defines an AZ Post Lateral Police Officer as officers who have successfully completed a law enforcement academy and who currently possess an AZ POST certification in good standing.

All Arizona lateral applicants will be required to complete and pass physical agility testing, oral board interview, and an extensive background investigation.

**OUT-OF-STATE LATERAL/WAIVER POLICE OFFICERS**

The Goodyear Police Department requires out-of-state certified lateral officers to have served honorably as a peace officer for a minimum of two of the past three years. They must have completed training that is equivalent to the Arizona basic academy course. Applicants will be evaluated by the Goodyear Police Department's Hiring/Recruitment Unit to determine if their past training and experience make them eligible to take a waiver and bypass the state police academy.

Out-of-state Laterals must also meet all the qualifications for certification in accordance with the Arizona Peace Officers Standards and Training board. No federal agency service or certification will be accepted. For further information on AZ POST out-of-state lateral requirements go to: [www.azpost.state.az.us](http://www.azpost.state.az.us). To be evaluated for the Waiver certification, candidates are required to complete the Record of Equivalent Training Form and provide supporting documentation for previous training.

All out-of-state lateral applicants will be required to pass the physical agility testing, oral board interview, and an extensive background investigation.

***\*\*Once the recruitment closes and applications are screened for minimum qualifications, qualifying applicants will be sent an email to participate in the applicable testing.***

**Starting salary: \$53,769.25 - \$75,974.50 depending on years of service**

**First Review Date: February 19, 2020**

**Second Review Date: March 25, 2020**

#### **POLICE OFFICER PROCESSING PROCEDURES:**

##### **PHYSICAL AGILITY EVALUATION**

**Saturday, February 29, 2020**

**Saturday, April 4, 2020**

The physical fitness evaluation is designed to give the applicant a chance to demonstrate his/her physical condition. The Goodyear Police Department uses the Police Officer Physical Aptitude Test (POPAT).

All applicants will be required to complete a liability waiver prior to participating in the physical agility evaluation. The physical evaluation consists of the following:

- Run a 99-yard obstacle course
- Lift and drag 165-pound dummy
- 6-foot chain link fence climb
- 6-foot solid fence climb
- 500 yard run

##### **ORAL BOARD PANEL INTERVIEW**

**Saturday, February 29, 2020**

**Saturday, March 4, 2020**

All applicants passing the physical agility testing will be interviewed and evaluated by an interview panel made up of, but not limited to, officers and employees of the police department.

Applicants will be graded on their problem-solving abilities, interpersonal skills, communication skills, demeanor, and appearance.

##### **BACKGROUND INVESTIGATION**

After successful completion of the oral interview, applicants continuing in the process will be given a background packet to initiate the extensive background investigation.

##### **POLYGRAPH EXAMINATION**

After successful completion of the background investigation, applicants will be given a polygraph examination administered by a qualified, state-licensed police polygraph examiner. The examination will cover criminal activity, drug usage, truthfulness, integrity and employment history.

## **PSYCHOLOGICAL EVALUATION**

The psychological evaluation consists of two parts: a series of written tests and an interview with a certified psychologist.

## **CONTROLLED SUBSTANCE SCREENING AND MEDICAL EVALUATION**

Applicants will be required to submit to a controlled substance screening and medical examination.

## **REQUIREMENTS**

- **Formal Education/Knowledge:** Work requires knowledge necessary to understand basic operational, technical, or office processes. High school diploma or equivalent is required.
- **Experience:** No experience needed.
- **Certifications and Other Requirements:** Valid Arizona Operator's Driver's License, Arizona Peace Officer Standards and training Certification (AZ POST), and certified for CPR and First Aid. Must be able to pass a pulmonary function test.
- **Reading:** Work requires the ability to read general correspondence, memorandums, letters, legal documents, and reports.
- **Math:** Work requires the ability to perform algebra and general math calculations such as addition, subtraction, multiplication and division.
- **Writing:** Work requires the ability to write general correspondence, letters, citations, and police reports.
- **Managerial:** Managerial responsibilities include regulating caseloads and course schedules. Most officers are responsible for managing a specialty area, such as code enforcement, alarm ordinance, gang member tracking, etc.
- **Budget Responsibility:** The employee prepares documents and does research to justify language used in documents for a unit of a department and may recommend budget allocations.
- **Complexity:** Work involves choices of action within limits set by standard practices and procedures. Professional judgment is required to apply the proper course of action.
- **Interpersonal/Human Relations Skills:** The employee(s) in this position contact others within the organization. These contacts may involve similar work units or departments within the City which may be involved in decision making or providing approval or decision making authority for purchases or projects. In addition, these employees work with individuals outside the City who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with customers, brokers and sales representatives.

## **AUTOMATIC DISQUALIFIERS**

The City of Goodyear Police Department and/or Arizona POST will automatically disqualify any individual who has at any time:

- Been convicted of a felony or any offense that would be a felony if committed in Arizona
- Been dishonorably discharged from the United States armed forces
- Been previously denied certified status, have certified status revoked or have current certified status suspended
- Illegally sold, produced, cultivated, or transported for sale marijuana or dangerous drugs/narcotics
- Illegally used marijuana for any purpose within the past three years
- Illegally used marijuana, dangerous drugs/narcotics while employed or appointed as a peace officer
- Illegally used a dangerous drug or narcotic, other than marijuana, for any purpose within the past seven years
- Ever illegally used a dangerous drug or narcotic other than for experimentation. Experimentation is defined as not exceeding a total of 5 times lifetime or exceeding one time, since attaining the age of 21. This includes, but not limited to, cocaine/crack, heroin, opium, morphine, LSD/acid, methamphetamine/speed, peyote, mescaline, or derivatives thereof.
- Have a pattern of abusing prescription medication
- Convicted of or adjudged to have violated traffic regulations governing the movement of vehicles with such a frequency so as to indicate a disrespect for the traffic laws and disregard for the safety of other persons on the highway within the past three years.
- Been previously employed with a law enforcement agency and since has committed or violated federal, state, or city laws pertaining to criminal activity
- Lied during any stage of the hiring process, falsified any information on the application or background questionnaire
- Conviction of domestic violence crime, misdemeanor, or felony or conviction of a lesser charge, which at the time of occurrence was a domestic violence crime

### **ESSENTIAL FUNCTIONS**

*This information is intended to be descriptive of the key responsibilities of the position. The following functions do not identify all duties performed by the incumbent. Other duties and responsibilities will be performed as assigned.*

- Performs patrol duties by traveling through designated areas, searching for suspicious, hazardous or criminal activity, field interviewing suspected offenders, and making arrests.
- Responds to both routine and emergency calls including hazardous materials incidents by contacting the reporting person and witnesses, and determining the nature of call and action to be taken.
- Follows up on calls by locating suspects, victims, and witnesses, processing and booking suspects, completing report of the incident, submitting report to prosecutor and appearing in court.
- Educates the community by teaching classes at schools, conducting block watch meetings, making public presentations, and answering inquiries regarding legal and safety issues.

- Performs administrative duties by proposing, writing, and reviewing departmental policy, completing statistical reports, training officers, and participating in department/City process improvement teams.

**12 MONTH OBJECTIVES** Successfully complete a minimum of eight-week Field Training Program, which consists of demonstrating the ability to:

- Write clear, concise, and accurate reports as evidenced by supervisory review and approval.
- Learn the geography of the City of Goodyear by displaying an efficient response to calls for service.
- Learn and interpret laws, department policies and procedures, and City policies, together with the ability to use good judgment in its application as demonstrated in report writing and in citizen contact.
- Develop skill and display proficiency in the use of firearms as evidenced through training exercised.
- Deal with the public in a professional and community-oriented manner.
- Recollect names, faces and details on incidents in order to testify effectively in a court of law.
- Analyze situations and adopt a quick, effective and reasonable course of action under stressful situations as displayed in practical and training exercises.
- Issue appropriate parking, traffic, and criminal citations as demonstrated by properly completing the citations.
- Work effectively with fellow employees and supervisors by practicing good communication, support, and teamwork.
- Maintain a clean and pressed uniform as well as high standard of personal hygiene, as directed by department policy.
- Operate patrol vehicles in a safe, efficient manner by having no accidents, and practicing good driving habits.
- Successfully complete expectations of a police officer at 3-month, 6-month, and 12-month reviews.

APPLICATIONS MAY BE OBTAINED AND FILED ONLINE EXAM #FY1900112

AT:

POLICE OFFICER - LATERAL

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SB

OR

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