



POLICE OFFICER – LATERAL

Salary Range: \$56,534.40 - \$79,788.80

Starting Salary

- 0 to 18 months experience - \$27.18/hr (\$56,534.40)
- 18 months to 2 years experience - \$27.39/hr (\$56,971.20)
- 2 to 3 years experience - \$28.23/hr (\$58,718.40)
- 3 to 4 years experience – \$29.08/hr (\$60,486.40)
- 4 to 5 years experience - \$29.97/hr (\$62,337.60)
- 5 to 6 years experience - \$30.88/hr (\$64,230.40)
- 6 to 7 years experience - \$31.82/hr (\$66,185.60)
- 7 + years of experience - \$32.79/hr (\$68,203.20)

A Police Officer - Lateral are individuals who are currently a certified peace officer in Arizona, another state, or a federal agency. It may also include individuals who have passed a probationary period and served honorably as a peace officer in Arizona, and their certification has lapsed. A lateral officer who meets qualifications and is selected for employment will attend the Mesa PD Training Facility for 5 weeks. Upon successful completion of the academy, the lateral officer will be assigned to patrol and the Field Training Officer program. The length of training will be dependent on an incumbent's performance as determined by the police training staff. The lateral officer must successfully complete the Field Training Officer program and probationary phase in order to continue employment with the Mesa Police Department.

A Police Officer - Lateral - Out-of-State is an experienced peace officer who is hired at the Police Officer Recruit starting salary while studying for, and taking, the waiver exams for Arizona certification. Upon successful completion of the waiver exams, the position will be criteria-based promoted to the position of Police Officer - Lateral. Lateral hires are not required to attend the Mesa Police Department Academy. Upon promotion, Lateral Officers are assigned to field training officers, and must successfully complete the program.

A Police Officer - AZPOST Certified Non-Lateral is an individual who has completed a certified academy in Arizona but does not have peace officer experience. An AZPOST Certified Non-Lateral would be required to successfully complete the Field Training Officer program and would be paid at the recruit officer pay. The length of training will be dependent on an incumbent's performance as determined by the police training staff. After successful completion of the Field Training Officer program, a Police Officer - AZPOST Certified Non-Lateral is promoted to the class of Police Officer

HOW TO APPLY:

1. Complete and submit the on-line application by no later than *Thursday, June 27, 2019*. Notifications, reminders, and invitations will mainly be sent via e-mail. Please make sure the email address on your application is valid and checked frequently. **Please note: Human Resources reserves the right to close positions without prior notification.**
2. A background questionnaire will be sent via e-mail by Human Resources if your application meets the minimum qualifications. Complete, print, and notarize the background questionnaire packet. The background questionnaire must be completed, notarized, and returned by *Thursday, July 11, 2019 at 5:00 p.m.* If mailed, the questionnaire must be postmarked by *Thursday, July 11, 2019*. Mailing Address: Mesa Police Hiring Unit, Mesa Police Department Main Station, PO Box 1466, Mesa, AZ 85211. Questionnaires may be dropped off in person to: Mesa Police Department Main Station, Attn: Mesa Police Hiring Unit, 130 N. Robson, Mesa, AZ. Lobby hours for the Mesa Police Department Main Station are Monday - Friday, 8:00 a.m. to 5:00 p.m.

SELECTION PROCEDURES:

If your background packet is found acceptable to move forward in the process, you will be invited to start the testing process, which includes:

- Physical Fitness Test
- Firearms Qualification
- Selection Interviews
- Background Investigation
- Polygraph Exam
- Medical Exam
- Psychological Exam

1. Physical Fitness Test –

Applicants will not be considered for the physical fitness test unless they have submitted an online application and background questionnaire. The physical fitness test is designed to evaluate a candidate's overall physical condition. The Peace Officer Physical Aptitude Test (POPAT) contains the following five events:

- 500-yard run
- Scaling a 6' chain link fence followed by a 25-yard sprint
- Scaling a 6' solid wood fence followed by a 25-yard sprint
- A 99-yard obstacle course
- 165 lb. "dummy" drag

For the POPAT scoring matrix, visit – <https://post.az.gov/certification-process/waiver-process>

2. Firearms Assessment -

The Firearms Assessment will be administered to those candidates who successfully pass the physical fitness test. The firearms qualification is the AZ POST "semi-auto" handgun course. Applicants are required to meet Mesa PD's shooting standards and score 220 pts. For further details of the qualification course, visit – <https://post.az.gov/firearm-qualifications>.

3. Selection Interview –

Applicants who successfully pass the physical fitness test and firearm qualification standards will be scheduled for a panel board selection interview. Applicants who pass the selection interview process will be placed on an eligibility list.

4. Background Interview/Polygraph Exam

5. Additional Testing -

Candidates given a conditional job offer will be scheduled for a psychological evaluation and a medical examination, which includes drug screening. If no condition exists that would adversely affect the ability to perform the duties as a Police Officer, the candidate will be hired for a Lateral Academy class.

OTHER INFORMATION:

If an applicant requires "Reasonable Accommodation" in the testing process, the applicant must submit a "Reasonable Accommodation Form" to the Human Resources Office a minimum of five days before the testing process begins. An applicant can contact City Human Resources for additional information.

The City of Mesa considers each applicant for City employment only on the basis of his or her qualifications for the job and without regard to race, color, religion, gender, marital status, age, disability, national origin, or any other non-job-related factor.

City Policy allows the hiring of relatives of current City employees into the same departments as the currently employed relative. However, no employee may directly supervise a relative. Council appointed Board and Commission members will not be allowed to have a relative hired into a department where the Board member may have possible authority. Relatives of City Council members and/or relatives of Department Managers will not be employed in any City department.

TESTING PREFERENCE POINTS: Applicants claiming Veteran's Preference must submit a **copy** of their DD214 form showing the discharge status on the day of the selection interview. Applicants claiming Disabled Preference must be able to provide documentation of their disability.

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Minimum Requirements for Hire

Citizenship: Applicants must be United States citizens.

Age: At least 21 years of age by graduation from Police Academy. No upper age limits.

Education and Experience: Requires graduation from high school or GED. Completion of college-level courses in criminal justice is desirable.

Background Investigation: Undergo a complete Background Investigation that meets the standards of AZPOST

Medical Examination: Undergo a complete medical examination that meets AZPOST standards.

Vision: As outlined by AZPOST, vision is acceptable if it is 20/20 uncorrected or 20/20 or better corrected by glasses. If vision is uncorrected at 20/80 or better and can be corrected to 20/20 by use of glasses or hard contacts, it is acceptable. If vision is uncorrected at 20/200, it must be corrected to 20/20 with soft contacts. An eye examination by an optometrist of the City's choice will be required prior to appointment. Radial keratotomy may be accepted once visual acuity is stabilized.

Bilingual Skills: (English/Spanish) are highly desirable.

Felonies: Applicants may **NOT** have been convicted of a felony or any offense that would be a felony if committed in Arizona. Applicants must not be under any indictment for any felony in any state or jurisdiction.

Military Service: Applicants may not have been **dishonorably** discharged from the United States Armed Forces.

License: Must possess an Arizona Class D Driver's License by hire date. No license or registration suspensions within the last 3 years from the date of reinstatement from the suspension.

Drug Standards: Prior to appointment or attending an academy, an applicant shall meet the following minimum qualifications.

Marijuana

1. Not have illegally sold, produced, cultivated, or transported marijuana for sale
2. Not have illegally used marijuana for any purpose within the past three years
3. Not have illegally used marijuana other than for experimentation

Dangerous Drugs

1. Not have illegally sold, produced, cultivated, or transported for sale a dangerous drug or narcotic
2. Not have illegally used a dangerous drug or narcotic, other than marijuana, for any purpose within the past seven years **NOTE: AZ POST standard classifies marijuana edibles as a narcotic.**
3. Not have illegally used a dangerous drug or narcotic other than for experimentation
4. Not have a pattern of abuse of prescription medication

The illegal use of marijuana, or a dangerous drug or narcotic is presumed to be not for experimentation if:

1. The use of marijuana exceeds a total of **20** times or exceeds **5** times since the age of 21 years
2. The use of any dangerous drug or narcotic, other than marijuana, in any combination exceeds a total of **5** times, or exceeds **1** time since the age of 21 years

For additional information please see AZPOST website at www.azpost.gov.

Driving: Due to the nature of the position, driving is required to perform the duties of a Police Officer. Factors which could prohibit a candidate from moving forward in the testing process include:

1. Loss of license due to driving violation points
2. Two Chargeable accidents within the previous 36 months
3. DUI conviction within the previous 36 months

Police Officers are required to work irregular hours, shifts, weekends, holidays, and evenings.

Police Officer Lateral Applicant Checklist

The following checklist indicates items required at the selection interview and background interview. The required items at the selection interview **must be** presented at the interview or the applicant will not be allowed to interview. The required items listed for the background interview **must be** presented at the time of the interview. For additional information, please check the Mesa Police Department website www.mpdjobs.com.

Required Items at Selection Interview

Required Items at Background Interview

<p>___ Present original valid driver's license or Passport (if no driver's license available)</p>	<p>___ Certified copy of Birth Certificate</p>
<p>___ Copy of DD214 (if applicable) Please present this at the selection interview if you would like to receive veteran's preference points</p>	<p>___ Certified and sealed High School transcripts (may be mailed directly to the MPD Hiring Unit)</p>
	<p>___ If applicable, Certified and sealed college transcripts (may be mailed directly to the MPD Hiring Unit)</p>
	<p>___ Copy of your Social Security card (Both front and back)</p>
	<p>___ Copy of any Naturalization Citizenship paperwork (if applicable)</p>
	<p>___ Copy of driver's license (or Passport if no driver's license available)</p>
	<p>___ Original or certified copy of AZPOST Peace Officer Certification (In-state candidates)</p>
	<p>___ Original or certified copies of all law enforcement related training certificates</p>
	<p>___ Copies of last two performance appraisals</p>
	<p>___ Training resume that includes all training, assignments and supervisor's names from current and former employment as a peace officer.</p>



Dear Applicant:

The Mesa Police Hiring Unit would like to take this opportunity to thank you for your interest in a position with our organization. We would like to emphasize to you the importance of being both truthful and complete when filling out the required application forms.

Applicants are often disqualified by the Police Hiring Board because required information is not included on the background questionnaire or because investigators later determine that incorrect information has been entered on the form. Please take extra care to be factual and thorough when completing the questionnaire so that you do not find yourself in such a situation.

While one generally attempts to "put his or her best foot forward" when completing a traditional job resume, completion of the background questionnaire requires a different approach. The necessity for you to be accurate and complete when answering each of the questions asked cannot be over emphasized. We would like to encourage each of you to take the necessary time now to properly complete the forms so as to avoid any problem in the future.

Thanks again for your interest and good luck in the hiring process.

Sincerely,

Mesa Police Hiring Unit