



ESSENTIAL JOB FUNCTIONS COMMISSIONED POLICE PERSONNEL

In compliance with applicable law, no person employed by the City or seeking employment from the City shall be appointed, promoted, demoted, removed or in any way favored or discriminated against because of age, race, color, marital or familial status, national origin, ancestry, political affiliation, religion, sex, gender, gender identity, sexual orientation, genetic information, disability, or any other characteristic protected by law except where specific age, sex or physical requirements constitutes a bona fide occupational qualification. The City is committed to equal treatment of qualified individuals and meeting the requirements of applicable law including the ADA. The City encourages applicants and employees to discuss potentially necessary accommodation of a disability with the Personnel Officer.

In compliance with applicable law, no person employed by the City or seeking employment from the City will be appointed, promoted, demoted, removed or in any way favored or discriminated against based on HIV infection or acquired immune deficiency syndrome (AIDS) status unless the individual poses a direct threat to the health or safety of others or is unable to perform required job duties.

This document lists the essential skills and abilities needed to perform the essential job functions of a Police Officer. An individual's ability to perform the stated essential functions shall be determined by professional medical, physical and psychological examinations and be based on parameters established by said professional examiners.

Communications Skills

1. Possess the ability to speak, read and write the English language in a clear, understandable fashion.
2. Possess the ability to reasonably identify and employ basic non-verbal communications.
3. Possess the ability to effectively relate to, or communicate with, a variety of personality types during interpersonal contacts.

Reasoning/Decision Making Ability

1. Possess the ability to comprehend and implement verbal and written instructions.
2. Possess the ability to apply reasoning skills when confronted with circumstances requiring that discretionary decisions be made.



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3. Possess the ability to establish priorities and construct further plans after an initial assessment, when investigating incidents or events.
4. Possess the ability to formulate and employ an appropriate course of action for a given situation for which no specific rule or procedure has been established.
5. Possess the ability to apply theory based instruction or training to actual incidents or situations.
6. Be able to make impartial decisions when confronted with persuasive influence.
7. Possess, at a minimum, "average" short and long term memory skills in order to retain and retrieve information furnished in the form of bulletins, verbal reports, training materials, etc.

Psychological/Emotional Stability

1. Be able to cope with and perform day to day duties under the principles of discipline.
2. Be able to maintain self-control in the face of constructive criticism and/or ridicule.
3. Be able to adjust to shift work and perform required duties for extended periods of time while exposed to adverse conditions, to include time worked in excess of the normal daily duty shift, rotating shift work and inclement weather.
4. Be able to continue performing all required tasks when faced with unpleasant circumstances.
5. Be able to perform police duties without dependence on alcohol/narcotics.

Range of Motion/Flexibility

1. Be able to completely operate and drive department equipped vehicles while performing routine and emergency patrol functions.
2. Be able to physically negotiate various types of terrain and/or obstacles confronted in the course of both routine and emergency assignments.
3. Be able to react and move rapidly from a sedentary to active posture in response to environmental conditions or events.



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4. Possess the flexibility to assume a variety of positions and postures necessary to effectively employ any available "cover and concealment" during a perceived violent or deadly force encounters.
5. Possess the range of motion necessary to respond to a physical attack, and at a minimum, possess the ability to escape the attacker and/or summon aid.

Manual Dexterity/Motor Skills

1. Be able to fully operate and qualify with the department authorized weapons.
2. Be able to fully handle weapons while utilizing both hands, as well as each hand individually.
3. Be able to operate/utilize all department vehicle mounted equipment whether in a mobile or stationary mode.
4. Be able to operate all equipment necessary for performing routine duty assignments, apprehending and processing suspects, and conducting both criminal and traffic related investigation.

Aerobic Endurance/Stamina

1. Possess the physical capability to apprehend suspects to the extent of engaging in foot pursuits while summoning assistance and/or engaging in the necessary use of force.
2. Possess the capability and endurance to administer first aid, to include Cardio Pulmonary Resuscitation (CPR).
3. Possess the ability to perform required duties for extended periods of time while exposed to adverse conditions, to include time worked in excess of the normal daily duty shift, rotating shift work, and inclement weather.

Sight/Visual Acuity

1. Possess the ability to discern colors as they are applied in traffic safety situations (electric signals, signing, hazardous materials placards, etc.)



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2. Possess adequate depth perception, (i.e., judging distances and estimating speed).
3. Possess adequate night vision ability to permit the safe operation of a motor vehicle and detection of obstacles/threats in a variety of situations and environments.
4. Possess adequate peripheral vision to permit the safe operation of a motor vehicle during normal and/or emergency situations, and detect obstacles/threats in a variety of environments.
5. Possess the ability to see, read, and recognize obstacles in a variety of normal and/or emergency environments. Have vision that is correctable to "normal vision" standards.

Hearing

1. Possess the ability to use standard telephones and radio equipment.
2. Possess the ability to determine or estimate the point of origin of noise.
3. Possess the ability to recognize/relate sound within the normal range of human hearing.

Other Sensory Capabilities

1. Shall possess normal senses for touch and smell.
2. Police Academy recruits shall be able to pass the physical agility standards set by the St. Louis County and Municipal Police Academy.
3. Sworn personnel shall be able to pass the department's annual physical performance assessment.

Credentials

1. Possess and maintain all required credentials.