

OUR MISSION

The City of Tolleson provides an inclusive, healthy, safe, affordable place to live, work, play and raise a family.

OUR VISION

The vision of the City of Tolleson is to be financially sound to fund reliable programs and services. We support leadership development opportunities for all.

OUR VALUES

Caring: We listen and engage with *all* members of the community. Display kindness to one another through words, actions, high quality service delivery and environmental integrity.

Collaboration: We work together to accomplish common goals. Develop relationships with community partners that are strategically specific for community members. Engage the community for proactive, ongoing dialog.

Equity: Foster fairness and compromise to ensure that every part of the City is taken care of and all community members have the opportunity to succeed.

Inclusion: The City of Tolleson is stronger because all of its diverse voices are heard and included. We meet our community members where they are at and we leverage individual strengths to help one another succeed. We are a united front.

Inspire: We inspire one another through family, generational leadership and commitment to each other. We amplify one another to cultivate greatness.

Police Officer (Lateral)- \$8k Hiring Bonus

Police Field Operations

Hiring Salary: D.O.E. based on Full Time length of service.



Who we are

The City of Tolleson is known for its strong sense of community, preserving neighborhood character and livability amid regional growth. Despite our small size, we compete in economic and community development, workforce recruitment, and retention, guided by our Vision Statement that balances community values with future growth. As the first Certified Autism Center in the West Valley, we are committed to inclusivity and fostering social connections, creating a welcoming environment for all. Join us in building a diverse workforce that honors our past and shapes a vibrant future.

The City of Tolleson is offering a generous \$8,000 hiring bonus to qualified lateral sworn police officers. Fifty percent (50%) of the bonus will be paid upon hire, with the remaining fifty percent (50%) awarded after successful completion of the City's introductory probationary period. Candidates must commit to a minimum of three (3) years of service.

Position Description

The City of Tolleson is seeking qualified individuals interested in joining our team as a Police Officer – Lateral for the Tolleson Police Department. The Police Officer will ensure the safety and security of citizens, municipal streets, buildings, residences, and neighborhoods. Responsibilities include: responding to criminal and public calls for service including fires, automobile accidents, crimes, neighborhood disturbances, and other requests from citizens; responding to crimes in progress; conducting investigations; conducting welfare checks; resolving civil disputes; providing riot control; assisting the homeless population; removing roadway debris; assisting disabled vehicles; and related activities. Patrolling assigned areas by automobile, bicycle, motorcycle, or on foot for the prevention and enforcement of crime and traffic laws; observing and evaluating situations; making arrests and/or writing tickets to citizens in violation of criminal or traffic laws; writing detailed reports, supplements, booking paperwork, field information cards, and search warrants. Performing a variety of activities related to criminal activities, which may include securing crime scenes; administering first aid; arbitrating disputes; conducting preliminary and follow-up investigations; gathering evidence; obtaining witness statements; apprehending suspects; making arrests; impounding evidence or found property; attending court and testifying at trial; and/or performing other related activities. Maintaining readiness for emergency call response; responding to emergency calls when dispatched and taking proper action; performing routine police equipment maintenance; educating staff and the public on crime safety/prevention; supporting City functions by performing various services including court security, traffic control, and attending community functions; and/or performing related work as assigned.

Qualifications

High School Diploma or equivalent (GED). Minimum age requirement 21 years. Valid Arizona Class D Driver's License, with no felony convictions. **Candidates must possess Arizona POST certification and be in good standing at the time of submitting application or be eligible to take the AZ POST waiver exam.**

Above average physical conditioning; includes running, climbing, crawling, and possess the ability to pass and maintain an entry level officer's physical fitness requirements.

OUR MISSION

The City of Tolleson provides an inclusive, healthy, safe, affordable place to live, work, play and raise a family.

OUR VISION

The vision of the City of Tolleson is to be financially sound to fund reliable programs and services. We support leadership development opportunities for all.

OUR VALUES

Caring: We listen and engage with *all* members of the community. Display kindness to one another through words, actions, high quality service delivery and environmental integrity.

Collaboration: We work together to accomplish common goals. Develop relationships with community partners that are strategically specific for community members. Engage the community for proactive, ongoing dialog.

Equity: Foster fairness and compromise to ensure that every part of the City is taken care of and all community members have the opportunity to succeed.

Inclusion: The City of Tolleson is stronger because all of its diverse voices are heard and included. We meet our community members where they are at and we leverage individual strengths to help one another succeed. We are a united front.

Inspire: We inspire one another through family, generational leadership and commitment to each other. We amplify one another to cultivate greatness.

Police Officer– Lateral

Pg. 2



Knowledge of:

- Pertinent federal, state, and local laws, codes, rules, regulations, codes, and statutes
- Proper police procedures utilized in a progressive modern law enforcement agency
- Legal practices, procedures, terminology, and contracts as they relate to the Police Department and personnel management
- Interview and interrogation techniques
- Tactical operations
- Principles and practices of safe motor vehicle in both normal and emergency situations
- Geography of the city and surrounding service areas, community service organizations, location of facilities and buildings, and other applicable items
- Dispatch radio
- Crime scene processing
- Basic first aid principles and practices
- Modern office technology

Skills in:

- Resolving problems and making sound decisions
- Maintaining confidentiality, privacy, and security of protected information
- Testifying in court
- De-escalating stressful, high-intensity situations
- Conducting investigations
- Handling and maintaining firearms
- Handling non-lethal weapons such as Tasers
- Dealing effectively with people under stressful situations
- Operating department vehicles during emergency, non-emergency, and pursuit incidents
- Writing search warrants, affidavits, and criminal complaints including the execution of search warrants and affidavits
- Enforcing traffic regulations
- Navigating City streets and surrounding service areas
- Investigating criminal, non-criminal, collision, and security incidents and providing effective resolutions
- Conducting safe and effective pat-downs and searches of individuals for weapons and/or contraband
- Utilizing a computer and relevant software applications
- Utilizing communication and interpersonal skills as applied to interactions with coworkers, supervisors, the general public, and others to sufficiently exchange or convey information and to receive work direction

OUR MISSION

The City of Tolleson provides an inclusive, healthy, safe, affordable place to live, work, play and raise a family.

OUR VISION

The vision of the City of Tolleson is to be financially sound to fund reliable programs and services. We support leadership development opportunities for all.

OUR VALUES

Caring: We listen and engage with *all* members of the community. Display kindness to one another through words, actions, high quality service delivery and environmental integrity.

Collaboration: We work together to accomplish common goals. Develop relationships with community partners that are strategically specific for community members. Engage the community for proactive, ongoing dialog.

Equity: Foster fairness and compromise to ensure that every part of the City is taken care of and all community members have the opportunity to succeed.

Inclusion: The City of Tolleson is stronger because all of its diverse voices are heard and included. We meet our community members where they are at and we leverage individual strengths to help one another succeed. We are a united front.

Inspire: We inspire one another through family, generational leadership and commitment to each other. We amplify one another to cultivate greatness.

Police Officer– Lateral

Pg. 3



Physical Demands

Positions in this class typically require: climbing, balancing, stooping, kneeling, crouching, crawling, reaching, standing, walking, pushing, pulling, lifting, fingering, grasping, feeling, talking, hearing, seeing and repetitive motions.

Heavy Work: Exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of forces constantly to move objects.

Incumbents may be subjected to atmospheric conditions such as fumes, odors, dusts, gases, hazardous materials such as chemicals, oils, and blood and other bodily fluids, extreme temperatures, exposure to the elements, travel across rough, uneven and rocky surfaces and environmental conditions such as disruptive people, imminent danger, and a threatening environment.

The City of Tolleson is offering a generous \$8,000 hiring bonus to qualified lateral sworn police officers. Fifty percent (50%) of the bonus will be paid upon hire, with the remaining fifty percent (50%) awarded after successful completion of the City's introductory probationary period. Candidates must commit to a minimum of three (3) years of service.

Job Information

Closing Date: Open until filled of service.

Salary: D.O.E. based on Full Time length

Applications reviewed weekly.

Full Salary Range: \$34—\$49.30 Hourly

Additional Application Information

A thorough background investigation will include a polygraph, psychological examination, AZPOST medical examination and drug screening. Applicants are expected to possess strong communication skills (both verbal and written) as well as acceptable computer skills.

Candidates must have the ability to work nights, weekends, and holidays.

It is important that your application shows all relevant work experience and education. Work experience must be noted on the application. Applicants may be rejected if not fully complete. Your resume may not be substituted as an application.

Applicants may request a reasonable accommodation, if needed, by contacting Human Resources at 623-936-7111.