

## CITY OF LINCOLN POLICE SERGEANT

*Class specifications are only intended to present a descriptive summary of the range of duties and responsibilities associated with specified positions. Therefore, specifications **may not include all** duties performed by individuals within a classification. In addition, specifications are intended to outline the **minimum** qualifications necessary for entry into the class and do not necessarily convey the qualifications of incumbents within the position.*

### **DEFINITION:**

Under direction, coordinates and supervises the activities and operations of a patrol watch or program unit of the Police Department including implementation of departmental policies and procedures; coordinates activities with other divisions, units, watches, City departments, outside agencies and organizations; performs more difficult and responsible law enforcement and crime prevention supervision and planning; performs other related duties as required.

### **DISTINGUISHING CHARACTERISTICS:**

The **Police Sergeant** is the supervisory level class responsible for administrative, supervisory and technical duties in leading program level functions within the department. Employees in this class command an assigned patrol watch or program unit, and provide leadership for ongoing crime prevention, investigative and administrative activities. This classification is distinguished from the next higher level of Police Lieutenant in that the latter is responsible for a major division and assumes command of the department in the absence of the Chief of Police.

### **SUPERVISION RECEIVED/EXERCISED:**

Receives direction from a Police Lieutenant, or the Chief of Police depending upon assignment. Exercises direct supervision over sworn and non-sworn personnel.

### **ESSENTIAL FUNCTIONS:** *(include but are not limited to the following)*

- Accepts management responsibility for activities, operations and services of an assigned program area including patrol shifts, traffic, detectives, task forces, narcotics and administration; works directly with sworn and non-sworn personnel in the interpretation of City and department policies; coordinates activities with other divisions, units, watches, City departments, outside agencies and organizations.
- Plans, coordinates and reviews the work plan for areas of assigned responsibility; supervises and participates in investigative work; receives, prioritizes and coordinates response to complaints, emergency situations and investigations; supervises and coordinates the allocation of assigned personnel and equipment in response to calls for service, case investigations and administrative issues; spot checks staff work in the field and interviews citizens to see how calls were handled; inspects departmental equipment and ensures that deficiencies are corrected.
- Reviews and evaluates work methods and procedures for improving organizational performance; assists in the training and evaluation of department personnel; conducts and participates in investigations involving department personnel; receives and reviews reports from subordinate staff; participates in the preparation and maintenance of reports and records.

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- Responds to difficult inquiries and complaints; represents the department with other law enforcement services and allied agencies, other City departments, civic groups and the public.
- May supervise special programs such as traffic enforcement, field training officers, K-9 units, gang enforcement, grant programs, and departmental recruitment; conducts staff briefings and gives special orders and instructions.
- Establishes positive working relationships with representatives of community organizations, state/local agencies and associations, City management and staff, and the public.

### **PHYSICAL, MENTAL AND ENVIRONMENTAL WORKING CONDITIONS:**

Position requires prolonged sitting, standing, walking, running, jumping, reaching, twisting, turning, kneeling, bending, squatting and stooping in the performance of daily activities. The position also requires both near and far vision and acute hearing. Additionally, incumbents may work outdoors in all weather conditions including wet, hot and cold. The position entails working in hazardous situations, and may involve abusive persons, potential physical violence and the potential risk of exposure to bloodborne pathogens in the performance of law enforcement duties. The nature of the work also requires the incumbent to drive motorized vehicles, operate a variety of law enforcement equipment, work in heavy vehicle traffic conditions and often work with constant interruptions.

### **QUALIFICATIONS:**

The following are minimal qualifications necessary for entry into the classification.

#### **Education and/or Experience:**

Any combination of education and experience that has provided the knowledge, skills and abilities necessary for a **Police Sergeant**. A typical way of obtaining the required qualifications is to possess four years of increasingly responsible law enforcement experience comparable to that of a Police Officer with the City of Lincoln, and a high school diploma or equivalent. Possession of an associate of arts degree in criminology, police sciences or a related field is desirable.

#### **License/Certificate:**

Possession of, or ability to obtain, a valid Class C California driver's license. Possession of a P.O.S.T. Intermediate Certificate is desirable.

**KNOWLEDGE, SKILLS AND ABILITIES:** *(The following are a representative sample of the KSAs necessary to perform essential duties of the position.)*

#### **Knowledge of:**

Modern principles, practices and techniques of police administration, organization and operation; administrative and technical aspects of crime prevention and law enforcement activities including investigation and identification, patrol, traffic control, juvenile programs, record keeping, automated records systems, search and seizure, code violations, and care and custody of persons and property; principles of law enforcement information systems; principles and practices of program development,

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administration and evaluation; methods and techniques of supervision, training and motivation; basic principles of mathematics; applicable federal, state and local laws, codes and regulations; methods and techniques of scheduling work assignments; standard office procedures, practices and equipment; modern office equipment including a computer and applicable software; methods and techniques for record keeping and report preparation and writing; proper English, spelling and grammar; occupational hazards and standard safety practices.

### **Skill to:**

Operate an office computer and a variety of word processing and software applications; safely and effectively operate a variety of law enforcement equipment, firearms and a police vehicle in emergency situations.

### **Ability to:**

Act quickly and calmly in emergency situations; facilitate group participation and consensus building; interpret, explain and apply applicable laws, codes and regulations; plan, organize, train, evaluate and direct work of assigned staff; make adjustments to standard operating procedures to improve effectiveness and comply with regulatory changes as appropriate; read, interpret and record data accurately; organize, prioritize and follow-up on work assignments; work independently and as part of a team; make sound decisions within established guidelines; analyze a complex issue, and develop and implement an appropriate response; follow written and oral directions; observe safety principles and work in a safe manner; communicate clearly and concisely, both orally and in writing; establish and maintain effective working relationships.

<b>Salary Range:</b>	Refer to Police/Fire Mid-Management Salary Schedule
<b>FLSA:</b>	Nonexempt
<b>Employee Group:</b>	Police/Fire Mid-Management