

14. POSITION SUMMARY

After successful completion of the State Patrol Academy training program, Troopers will work under close to limited supervision of a State Patrol Sergeant. The level of supervision will progress from close to general.

State Patrol Troopers will personally follow all safety rules and safe work practices established by the Department of Transportation; follow all rules and regulations regarding safety, and maintain the high safety and health standards developed and approved by the Department; report incidents/crashes/near misses that resulted or could have resulted in personal injury; maintain safe working conditions and wear appropriate personal protective equipment in designated areas; offer safety and health suggestions that would reduce risks to workers.

Employees have developed extensive knowledge and skills required to function independently as State Patrol Troopers. Employees exercise statutory arrest authority and are responsible for the enforcement of state laws, administrative orders, and regulations relating to the protection of life and property, in an assigned geographic area.

Work involves primarily patrolling the highways, both for deterrent effect and as gatherer for fact, in an assigned geographical area. Work also involves the distribution of related services to the general public; serve on State Patrol Accident Boards, Boards of Review, and on appointed departmental and divisional committees. Employees may also be appointed to assist in research projects that aid in enhancing State Patrol operations.

GOALS AND WORKER ACTIVITIES

- A. ENFORCEMENT OF STATE TRAFFIC AND CRIMINAL LAWS, ADMINISTRATIVE RULES AND REGULATIONS, WITH PRIMARY EMPHASIS ON HIGHWAY SAFETY AND PRESERVATIONS. (The work is necessary to create an atmosphere of individual and public safety, as well as to preserve the State of Wisconsin's highways.)
 - A1. Observe the operation and condition of vehicles to ascertain compliance with laws, rules, and regulations.
 - A2. Take proper enforcement action for traffic violations/crimes observed, including the issuance of warnings, citations, or the effecting of an arrest.
 - A3. Determine and take enforcement action when criminal violations are detected.
 - A4. Operate patrol cruiser under conditions ranging from routine to emergency, consistent with "due regard" for other users of the highway.
 - A5. Operate, within established guidelines, various items of equipment used in enforcement patrol, such as: speed computers, radar devices, Intoxilyzer EC/IR breath testing devices, Safety and Weight Enforcement Facilities, firearms, impact weapons, radios, cameras, fire extinguisher, etc.
 - A6. Develop and implement, within established guidelines, plans for effective patrol and maximum deterrent effect in assigned areas.

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- A7. Observe traffic patterns, motor vehicles, persons, buildings, and areas adjacent to the highways to detect unusual conditions, suspicious persons and activities that require investigatory or enforcement action, or notification of appropriate law enforcement agency.
 - A8. Observe vehicles, persons and behavioral patterns so as to maximize the detection and apprehension of drug and contraband couriers.
 - A9. Transport prisoners to region headquarters or jail for further processing.
 - A10. Collect, document, and preserve evidence following standard departmental operational guidelines, state statutes, and the rules of evidence.
 - A11. Interview complainants, witnesses, suspects and others who may have knowledge of a crime or violation in order to obtain facts and information.
 - A12. Prepare reports of activity, incident, or arrest, and other periodic and special reports and correspondence as required by statute or departmental guidelines.
 - A13. Assist State Patrol pilot by making apprehensions as part of aerial enforcement team.
 - A14. Monitor bypass highways for trucks that avoid the Safety and Weight Enforcement Facilities and escort trucks to nearest certified scale when weight violations are suspected. Pursue and apprehend vehicles that fail to stop at the scales as required.
 - A15. Visually scan all trucks for compliance with safety equipment, registration permits and marking requirements.
 - A16. Inspect and measure vehicles that are suspected to be in violation of overweight and oversize statutes/trans orders.
 - A17. Conduct inspections of motor carriers/school and motorbuses to ensure compliance with authority, lease reciprocity and license regulations.
 - A18. When assigned to the Safety and Weight Enforcement Facilities, weigh trucks to ensure compliance with state weight and license laws.
 - A19. Provide assistance, information, and advice to other law enforcement agencies and officers, upon request.
 - A20. Evaluate and make recommendations regarding the condition of highways, and the adequacy of highway markings and signs.
 - A21. Conduct field sobriety tests on suspected alcohol or drug influenced operators.
 - A22. Conduct preliminary tests with standardized field sobriety tests, preliminary breath testing and drug screening kits.
 - A23. Arrange for the collection of breath, blood or urine specimens for persons arrested for violations of alcohol or drug related statutes.
 - A24. Procure bond, within established guidelines, when citations are issued.
- B. INVESTIGATION OF TRAFFIC CRASHES AND PROVISION OF ASSISTANCE TO MOTORISTS AND THE PUBLIC. PERFORMANCE OF EMERGENCY SERVICES TO INCLUDE RESPONSE TO TRAFFIC CRASHES, NATURAL OR MAN-MADE DISASTERS AND CIVIL DISORDERS.(This work is necessary to determine causes of traffic crashes, protect life and property, and provide emergency aid and to restore order under s. 166 of the Wisconsin statutes.)
- B1. Protect crash scenes to prevent further damage or injury by placement of cruiser, flares, traffic direction, etc.

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- B2. Administer emergency first-aid to crash victims; extricate and move injured persons to a place of safety, and assist in loading them into ambulances, according to established guidelines.
 - B3. Conduct on-the-scene investigations of property damage, injury, or fatal crashes.
 - B4. Conduct follow-up crash investigations by checking for alleged mechanical failures, verifications of driving conditions, and distance requirements.
 - B5. Interview involved drivers and potential witnesses.
 - B6. Arrange for removal of involved vehicles and debris.
 - B7. Collect, preserve, and document evidence following procedures established in uniformity with state statutes and the rules of evidence.
 - B8. Prepare required reports and diagrams on all reportable crashes.
 - B9. Take proper enforcement action for violations detected.
 - B10. Conduct in-depth investigations of Division vehicle crashes, when assigned as Region Fleet Safety Officer, following prescribed procedures.
 - B11. Conduct in-depth reconstructive investigations of traffic crashes when assigned as a Region Crash Reconstructionist (for initial crashes investigated by Wisconsin State Patrol or other agencies when requested).
 - B12. Assist stranded, disabled, or injured motorists by: helping them change tires, make minor vehicle repairs, obtain tow trucks, providing directions, administering first-aid; or otherwise responding to their needs.
 - B13. Provide registration information and assistance to the public on routine and complex registration matters.
 - B14. Provide registration assistance by inspecting vehicles for compliance with registration laws and procedures.
 - B15. Respond to civil disorders and riots and use appropriate physical force in personal confrontations as required to affect an arrest, disarm or render an antagonist ineffective, or otherwise quell the disturbance.
 - B16. Respond to scenes of natural disasters to protect life and property and restore order.
 - B17. Respond as required to calls for assistance to protect life, property, restore and maintain order.
 - B18. Respond to man-made disasters or crash scenes where hazardous materials are involved. Monitor hazardous spills if appropriate. Protect life and property and restore order.
 - B19. When a member of an emergency response unit, mobilize and respond to situations of heightened civil disorder or disaster, so as to expedite a successful conclusion to the matter.
- C. REPRESENT THE STATE OF WISCONSIN AND THE DIVISION OF STATE PATROL IN ALL JOB-RELATED CIVIL AND CRIMINAL JUDICIAL PROCESSES AS REQUIRED, INCLUDING SERVING AS A WITNESS. ALL OTHER DUTIES AS ASSIGNED. (This work is necessary to assist with the prosecution of State
- C1. Prepare detailed reports of incidents, listing elements of the violations and testify at criminal and civil trials.
 - C2. Incarcerate or bring before the court, any persons under arrest, when they are unable to post bail.

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- C3. Confer with the district attorney and explain circumstances of arrests, evidence, and facts or conclusions in order to develop trial strategy or obtain arrest warrants.
 - C4. Serve arrest warrants, accept bail/deposit or make incarcerations in accordance with statutory requirements.
 - C5. Represent the Division, obtain supplementary documents pertaining to charges, obtain and sign complaints, obtain arrest warrants, and perform related duties when assigned as court officer.
 - C6. Provide assistance; i.e. record checks, to district attorney or court when requested.
 - C7. Provide testimony to the court for arrests as required.
 - C8. Provide advice/assistance to the District Attorney or Court when requested. Serve as an expert witness when required.
- D. PERFORMANCE AND COORDINATION OF SPECIALIZED LAW ENFORCEMENT ACTIVITY, FUNCTIONS AND ASSIGNMENTS, INCLUDING HIGHLY COMPLEX AND TECHNICAL SERVICES WHICH PROMOTE THE INTERESTS OF THE DIVISION. COOPERATION WITH OTHER LAW ENFORCEMENT AGENCIES AS NEEDED. (This work product provides needed support services required to meet the overall mission of the Division and assures compliance with various statutes, rules, and policies.)
- D1. Transport emergency blood supplies, donor organs, or provide other assistance during medical emergencies using the patrol cruiser.
 - D2. Represent the Division in assigned county as Resident Liaison Officer; i.e., liaison with county criminal justice system, traffic safety commission, new businesses etc.
 - D3. Direct traffic at special events such as county fairs, racing events, civil celebrations, etc.
 - D4. Participate in special emphasis programs (such as Concentrated Crash Reduction Enforcement (CARE), HICOP, etc.) by extraordinary or aggressive patrol & traffic law enforcement. This can include traffic direction and traffic crash investigations.
 - D5. Provide escort detail services to aid in safe transportation of specialized or permitted cargo when requested or as assigned.
 - D6. Conduct special investigations and/or confidential background investigations of prospective employees for Wisconsin police agencies and police agencies for other states when requested.
 - D7. Serve on assigned committees; i.e., Boards of Review, Evaluation Revision Committee, and conduct research on State Patrol projects, when assigned.
 - D8. Participate in recruitment of new employees.
 - D9. Certify cruiser speedometers for accuracy, and testify in court to the certification, according to established guidelines, when assigned as Region Speedometer Technician.
 - D10. Prepare reports and maintain correspondence, manuals and records as required.
 - D11. Conduct spot check inspections of school buses during normal school operation and take appropriate action for all violations observed.
 - D12. Serve on Governor's Transportation and Security Detail, and VIP Dignitary escort services when assigned.
 - D13. Prepare required forms and compute, collect, and submit forms and required fees in accordance with registration laws and departmental policies.

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- D14. As Salvage Vehicle Inspector, conduct detailed inspections, prepare documents, and maintain proficiency on salvage vehicle inspections, including specific training policies, procedures, and law changes.
- D15. Provide presentations to schools, public service organizations or other interested groups.
- D16. When certified as State Patrol Pilot, operate State Patrol aircraft within established guidelines.
- D17. Serve as Region Speed Computer Instructor certifying troopers/inspectors as speed computer operators.
- D18. Serve as Region Mobile Video Instructor certifying troopers/inspectors as mobile video operators.
- D19. May serve as Region Employee Assistance Program Coordinator.

- E. ACTIVE PARTICIPATION IN LAW ENFORCEMENT TRAINING. COMPLETION OF REQUIRED REPORTS AND DETERMINATION OF SERVICEABILITY OF UNIFORM AND EQUIPMENT ITEMS. (The work product maintains and enhances proficiency in changing law enforcement issues, provides for the completion of required reports and establishes operating budget fiscal responsibility.)
- E1. Attend and participate in region/work unit meetings.
 - E2. Attend and participate in firearms training. Maintain proficiency with issued firearms and impact weapon.
 - E3. Attend and participate in annual in-service/recertification and special training sessions, when assigned.
 - E4. Conduct training at the State Patrol Academy, State Patrol Regions, or other law enforcement agencies, when assigned.
 - E5. Conduct on-the-job training for newly assigned and experienced State Patrol personnel, as required.
 - E6. Serve as assistant training officer for recruit classes at the State Patrol Academy, when assigned.
 - E7. Serve as field training officer for new troopers/inspectors upon graduation from State Patrol Academy, when assigned.
 - E8. Serve as firearms training instructor, when assigned.
 - E9. Prepare required time and work expenditure reports according to established guidelines.
 - E10. Prepare required vehicle and equipment reports according to established guidelines.
 - E11. Periodically inspect issued equipment and uniform items and arrange for repair or replacement as needed.
 - E12. Follow all established policies and procedures in relationship to operation and maintenance of state-owned equipment.

I. KNOWLEDGE/SKILLS/ABILITIES REQUIRED BY THE POSITION

- K1. Knowledge of vehicular traffic laws, rules and regulations pertaining to highway traffic and the operation of commercial vehicles including:
- Chapters 110, (Traffic Officers and Motor Vehicle Inspectors Powers & Duties);
 - 159.81, (Littering);
 - 166, (Civil Disorder Authority);
 - 194, (Motor Vehicle Transportation Act);
 - 218, (Auto Dealers & Finance Companies);
 - 340, (Vehicle Code Definitions);
 - 341, (Registration of Vehicles & Provisions Related to Fees);
 - 342, (Vehicle Title & Anti-Theft);
 - 343, (Operator's Licenses, Cancellation, Revocation & Suspension of Licenses);
 - 344, (Financial Responsibility);
 - 345, (Civil & Criminal Liability);
 - 346, (Rules Of The Road);
 - 347, (Equipment of Vehicles);
 - 348, (Size, Weight, & Load);
 - 349, (State & Local Powers);
 - 350, (Snowmobile Regulations);
 - 351, (Habitual Traffic Offenders);
 - 23.33, (All-Terrain Vehicle Regulations);
 - 125.07(4)B & 125.08(3)B, (Juvenile Alcohol);
 - 167.31(2) B to D, (Casing & Transporting Firearms, Bows & Crossbows); and orders, and rules issued pursuant thereto.
- K2. Knowledge of judicial procedures and practices, including warrant procedures, fact-finding, rules of evidence, arrest, search and seizure, elements of violations and courtroom testimony.
- K3. Knowledge of Department & Division policies, procedures and work rules.
- K4. Knowledge of the extent and limits of statutory authority.
- K5. Knowledge of the methods of investigatory techniques.
- K6. Knowledge of and skill in effective human relations and verbal and written communications.
- K7. Knowledge of and skill in first-aid principles, procedures and techniques.
- K8. Knowledge of vehicle types and load characteristics.
- K9. Knowledge of vehicle makes models, mechanics and structure.
- K10. Knowledge of significant characteristics of geographical enforcement areas.
- K11. Knowledge of methods of categorizing degree of crashed severity and vehicle damage.
- K12. Knowledge of criminal laws.
- K13. Knowledge of statutory limitations on the use of force.
- K14. Knowledge of hazardous/radioactive materials and use of civil defense instruments.

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- K15. Knowledge of and skill in the use of enforcement tools, i.e., radar, speed computers, breath-testing equipment, radiological monitoring equipment, etc.
- K16. Knowledge of police communications procedures, equipment, i.e., mobile/base radio, microwave system, teletype and services.
- K17. Knowledge and skill in defensive and pursuit driving.
- K18. Knowledge and skill in firearms procedures, defensive arrest tactics and civil disturbance procedures.
- K19. Ability to operate a motor vehicle with both hands.
- K20. Ability to use foot for accelerating and braking.
- K21. Ability to use one hand to steer while operating the radio, emergency lights, siren and/or spotlight.
- K22. Ability to operate motor vehicle in all lighting, weather and road conditions.
- K23. Ability to lift, carry and/or drag objects, an unconscious person(s) and remove hazards from roadway or at accident scene such as dead animals, debris, etc.
- K24. Ability to extricate and move injured persons and assist in loading them into an ambulance.
- K25. Ability to perform duties in an outdoor environment with exposure to varying weather conditions including strenuous physical activity during all climates (rain, snow, freezing temperatures, extreme heat, etc.).
- K26. Ability to walk and/or stand for several hours at a time when directing traffic, investigating an accident scene, attending special events, etc.
- K27. Ability to work without relief, with irregular and uncertain meal breaks, without food or liquid for long periods of time and without sleep.
- K28. Ability to stay alert, focused and functional after extended hours of duty, rotating shifts and repeated rapid changes from sedentary activity to strenuous physical activity.
- K29. Ability to walk/run long distances over rough, uneven and/or irregular terrains while carrying a shotgun, rescue equipment, etc.
- K30. Ability to climb and maneuver in and out of vehicles including commercial vehicle cabs. Kneel, squat and crawl to view the underside of a vehicle.
- K31. Ability to quickly move from a sedentary status to exit the vehicle.
- K32. Ability to sit in a vehicle in a normal seated position for an extended period of time.
- K33. Ability to draw and fire a weapon which includes twisting and turning as weapon is located on hip.
- K34. Ability to detain persons suspected of criminal behavior, make lawful arrests and defend self or others and prevent escape.
- K35. Ability to engage in a running foot pursuit to capture fleeing suspects or scale a fence or wall as necessary.
- K36. Ability to smell to detect the presence of smoke or fire or other materials such as illegal drugs or alcohol.
- K37. Ability to identify the colors of license plates, inspection and registration stickers, motor vehicles, structures and clothing.
- K38. Ability to hear, comprehend and react to radio transmissions.
- K39. Ability to obtain and provide descriptions of suspects and/or vehicles.
- K40. Ability to conduct searches of people, vehicles, buildings, things and outdoor areas which may involve the sense of touch to objects.

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- K41. Ability to operate and maintain audio surveillance devices including monitoring conversations with background noise.
- K42. Ability to communicate effectively and coherently with the public via telephone and in person.
- K43. Ability to speak clearly when relaying information to the communications center. Broadcast descriptions of suspects and/or vehicles.
- K44. Ability to testify at criminal and civil trials in an understandable manner.
- K45. Ability, under the stress of emergency situations, dispatch patrols and other emergency personnel while simultaneously handling the public.
- K46. Ability to prepare diagrams and reports using a computer and approved grammar, symbols and punctuation.
- K47. Ability to read and comprehend legal and other documents including the preparation, processing and issuing of such documents such as tickets, affidavits, citations, written statements and warrants.
- K48. Ability to provide first aid, CPR and the Heimlich maneuver.
- K49. Ability to wear a helmet, shatter resistance eye protection, leather boots, shoes and full-fingered leather gloves if assigned a motorcycle.
- K50. Ability to exercise independent judgment within legal guidelines to determine compliance with applicable motor vehicle and criminal laws/statutes.

PERSONAL CONTACTS AND THEIR PURPOSE

The general public for the purpose of providing for the orderly movement of persons and property over Wisconsin's public highways and assisting local law enforcement agencies as requested. This is accomplished through the enforcement of traffic laws and criminal statutes, maintenance of order, investigation of crashes, promoting safety and the voluntary compliance with laws and the incarceration and prosecution of violators. Frequency averages 8 per day for formally documented contacts with as many undocumented contacts where information and assistance has been provided. The contacts vary from one-on-one to large groups in an auditorium setting or public disorder/riotous crowd situations. The atmosphere varies from congenial and friendly to outright physical hostility expressed as threats, personal assaults or the use of deadly force against the trooper while attempting to perform job duties. Contacts also require involvement with the mentally disturbed, the intoxicated, and highly stressed individuals, all with varying attitudes regarding police and varying levels of prior involvement and experience with the criminal justice system. Personal contacts have a duration ranging from minutes to several hours.

Supervisors and peers for the purpose of identifying and implementing mutual goals; resolving differences, solving problems, exchanging information and providing backup and assistance. These contacts may be one-to-one or on a group basis. The atmosphere can vary from cooperative and compromising to argumentative. During backup and assistance contacts, the atmosphere is usually charged with a high level of stress based upon the potential, and at times, real danger of the situation. The frequency varies from daily contacts to monthly scheduled meetings.

Defense attorneys, judges, clerks of court and prosecuting attorneys. These contacts are to provide information in the adjudication of court cases. Depending on the person contacted, the atmosphere can vary from hostile to cooperative. These contacts occur periodically and range in duration from 1/2 hour to eight hours a day. They provide the court system with the technical information needed to process and prosecute persons charged with violation of state laws and administrative orders (e.g., testifying under oath in court for the prosecution in a trial initiated by a citation the officer issues, being cross-examined by the defense).

Local law enforcement agencies for the purpose of liaison to coordinate law enforcement responsibility and activities, gain cooperation and understanding in solving mutual problems and assisting local agencies and officers in the enforcement of various laws as requested. The atmosphere is generally cooperative. The frequency varies from daily to weekly depending on the geographical area; duration varies from 1/2 hour to several hours.

Individual owners and representatives of the automotive and motor carrier industry. Contacts are usually due to investigation or the result of enforcement action being taken against an individual or company or a request to speak at meetings regarding law enforcement's role with the industry. These contacts are intended to correct current and prevent future violations of the law and to provide the latest information on rules and regulations affecting the industry. These contacts occur on a daily basis and range from 15 minutes to several hours depending on the severity and complexity of the problems addressed or the complexity of new rules and regulations. The contacts vary from hostile to cooperative (e.g. a company is contacted to explain why a citation was issued - the bond posting procedure - and how to stop future violations from occurring, a driver is arrested for a felony warrant and transported to the county jail for incarceration).

DISCRETION AND ACCOUNTABILITY

Troopers are armed and have extensive arrest authority and may use force up to and including deadly force to make arrests or protect themselves or others. Troopers are required to determine on an individual, situational basis when force can be used and how much is appropriate. Troopers are held strictly accountable for their actions in this area by department rules, policies and the court system.

Troopers exercise discretion in determining whether a violation merits enforcement action. Once the decision to take enforcement action is made the trooper follows an enforcement policy to determine whether a written warning or physical arrest results. Deviations from the policy are acceptable if the trooper can articulate reasonable extenuating/mitigating circumstances. Work assignments are general in nature and are modified by the employee to meet circumstances, i.e., crash investigation and follow-up, assist local officer when called to scene, extend patrol sector in absence of another trooper.

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A crash investigation and aid to injured takes priority over routine patrol, but some aspects of a crash investigation may be deferred depending on road/traffic conditions, calls for assistance or multiple crashes.

Although enforcement activity is limited by Chapter 110 to Chapters 340 to 351, 194, 218, the criminal code and administrative rules and orders issued pursuant thereto, the trooper exercises considerable discretion in choosing patrol tactics, location within assigned sector, whether to pursue or not pursue a suspected violator, e.g., heavy traffic/high speed, hazardous road conditions, etc. The trooper has wide discretion in placing priority on enforcement action against a violator or violators, e.g., a registration violation vs. a drinking driver, or charge a person with multiple offenses of speeding, illegal passing and failure to stop for arterial stop sign or a single offense of reckless driving. Operational sequences are generally dictated by severity of violation, statute and policy of the court, i.e., operating while under the influence violations initiate a sequence of detection, apprehension, preliminary breath test, custody, citation issuance, breath test, incarceration (or statutory custodial release) and deposit posting. There is no modification of statutory or court imposed controls permitted, but there is latitude of discretion and deviation from Division policy permitted, e.g., Policy -A nonresident charged with speeding must post a deposit. The violator is a woman with her sick infant, has no funds and after the business day may be released contrary to the policy.

Work is reviewed daily by the immediate supervisor, weekly at the region level, and at various levels in the judicial process for compliance with statutes, rules, orders, policies and procedures, and appropriate exercise of judgment. This is accomplished by the review of enforcement reports (e.g., citations, written warnings, motor carrier inspection reports, etc.). This is done by a personal contact between supervisor and trooper. Review of work is consistent with the level of necessary supervision.

Traffic law enforcement, maintenance of public order, gaining of voluntary compliance with statutes, crash investigation and aid to the injured and assistance to stranded motorists is shared with other troopers and officers from other agencies, e.g., county sheriffs, traffic officers, etc.

The overall responsibility for highway safety is shared by the Division with local enforcement agencies, the judiciary, state and county highway engineering and maintenance, news media and the federal government (Federal Highway Administration and National Highway Traffic Safety Administration).

PROGRAM FOOTNOTE

The full complement of authorized trooper positions is 336, of which approximately one-third are assigned to provide traffic law enforcement services on the rural interstate highway system, 24 hours a day, 365 days a year. The majority of troopers are assigned to State and Federal highways throughout the State to provide a wide variety of traffic law enforcement services on an eight-hour shift basis. All troopers possess arrest authority for

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all criminal violations and assist federal, state and local agencies in this area as required. All troopers are armed and maintain required proficiency with issued firearms.

Employees in the trooper classification series are trained in the discretionary use of lawful force, including deadly force, if appropriate, in the performance of statutory duties. The average trooper spends an average of 60% of duty time on enforcement patrol, with the remainder devoted to special assignments and other law enforcement functions and duties, i.e., court appearances, bond posting, chemical testing, assisting other departments, training, etc. All troopers are subject to 2-hour call for emergency response for various law enforcement duties including response to civil disorder and various disasters. High levels of knowledge and skill, i.e., "extensive knowledge", manifest the objective level. Employees in this position usually receive only general supervision; the trooper has demonstrated the ability to exercise discretion in a manner that permits general supervision, as well as knowledge levels of statutes, policies and procedures and skill levels in their application that would be described as extensive.

WORK ENVIRONMENT

The employee is subject to call 24 hours a day, by supervisor or radio dispatcher, to respond to emergencies. The employee is subject to contact from the general public seeking registration assistance, even though off duty. The employee is included in the Law Enforcement Bargaining Unit and is Non-exempt under the Fair Labor Standards Act provision for overtime.

The work entails motor vehicle operation on the highways without preemption due to traffic, road or weather conditions, i.e., clear, snow, sleet, extreme cold, or heat.

The work requires that the employee accept as normal, the potential for personal injury inherent in a) high speed driving; b) standing between parked cars alongside a highway with high speed traffic passing close by; c) actual assault; and d) injury at crash scenes due to exposure to other traffic, etc.

The irregular schedules, unanticipated long hours and personal danger inherent in discharging job duties create a potentially high stress environment for the employee.

The work is such that it can be "reasonably anticipated" the employee could be exposed to potentially infectious materials/diseases.

PHYSICAL DEMANDS

The work requires a superior level of physical conditioning, endurance and agility. The employee is required to have passed a validated physical readiness test. This demonstrates the employee's ability to accomplish the exertional demands of the work, such as lifting, carrying, bending, stooping, crawling and running.

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The employee must have the ability to perform critical physical tasks, such as extrication of injured persons from wrecked vehicles, subduing and maintaining custody of a combative violator or escapee and working under various other emergency/physically demanding conditions.

Enforcement and assistance contacts are made outside of the vehicle, thus requiring the ability to work in inclement weather. Physical stamina must be sufficient to permit a full day of motor vehicle operation in heavy traffic or on hazardous roads. In civil disturbance or disaster circumstances, the employee must endure long (10-16 hours) shifts and schedules (usually 5-10 days) without a day off.

The employee is initially tested and required to pass visual and hearing standards. These standards are vital to performing the essential functions of the job. In some instances, good vision and hearing, without any reliance upon corrective devices is critical. This is due to the risk that the corrective devices could be rendered inoperative during physical altercations, extreme weather, chemical exposure, etc.