ESSENTIAL FUNCTIONS & PHYSICAL ABILITIES

All sworn law enforcement officers must possess the ability to perform, under direction, on any day and at any time, the following essential functions of the position with or without a reasonable accommodation:

- Reliable and regular attendance including for assigned shifts and trainings.
- Ability to speak the English language fluently to effectively communicate with the public and co-workers and to identify when an individual has a need for a translator.
- Ability to read and write fluently in the English language, including the ability to write clear and accurate records such as investigative reports and citations.
- Ability to conduct initial investigation of alleged criminal conduct.
- Ability to establish and maintain effective working relationships with superiors, co-workers, and the general public.
- Ability to work under stressful conditions.
- Ability to analyze situations and use sound judgment in adopting effective and expedient plans of action pursuant to departmental rules and regulations.
- Ability to act and work independently and as a member of a team.
- Ability to establish and maintain control in defusing volatile situations.
- Ability to perform essential physical functions while wearing protective equipment.
- Ability to make observations and remember pertinent facts.
- Ability to administer first aid and CPR to persons who are injured or ill.
- Ability to hear speech and other sounds which permits the employee to communicate effectively.
- Has an uncorrected vision of not less than 20/100 in both eyes, corrected to 20/20.
- Has color vision consistent with the occupational demands of law enforcement.
- Ability to lift 40 lb. on a regular basis and 80 lb. on an infrequent basis.¹
- Sufficient manual dexterity and personal mobility which allows the employee to operate equipment in order to respond to and perform essential job functions in emergency situations.
- Ability to operate all required equipment, including, but not limited to any equipment listed under “Required Knowledge and Skills.”
- Ability to run, jump, walk, squat, climb and crawl in all conditions, both indoor and outdoor.
- Ability to engage in physical combat to apprehend suspects and/or defend oneself or others in a physical altercation.
- Must pass any and all physical or medical tests administered including pre-employment physical or medical tests given after a contingent offer.
- Must pass any and all drug tests administered including pre-employment drug test given after a contingent offer.
- Ability to remain alert for long periods of time and at all times during a 24 hour period of time.

¹ Regular basis is defined as more than 50% of the time while on duty, infrequent basis is defined as less than 50% of the time while on duty.
• Ability to interact with the public including, but not limited to, subduing persons, taking persons into custody, breaking up altercations, effectively managing confrontations, enforcing laws including traffic laws, directing traffic, maintaining order in crowds, administering first aid to persons who are ill or injured, questioning suspects and witnesses, and others.
• Ability to use deadly force under legal circumstances when necessary.
• Knowledge of the Marion Police Department rules and regulations.
• Knowledge of federal, state and local laws, including individual rights.
• Knowledge of City geography, including specific persons and places the officer must come into contact with on a regular basis.
• Knowledge of methods and techniques appropriately employed by police in a variety of circumstances.
• Knowledge of proper radio procedures.
• Skill in carrying out a variety of police procedures used in, but not limited to, the following situations: crowd control, traffic direction, arrest and detention of suspects, preservation of evidence, first aid to ill and injured, questioning suspects and witnesses, and others.
• Skill in safely operating a motor vehicle in a variety of conditions and at high speeds, including maintaining all required licensure.
• Skill in properly using and maintaining equipment including but not limited to: automobiles, firearms, nightsticks, aerosol irritant, handcuffs, two-way radios, emergency and first aid equipment, and other police equipment.
• Skill in operating a personal computer, including using program applications appropriate to assigned duties and responsibilities.
• Skill in public speaking.
• Skill in making and recording various types of measurements.
• Skill in taking fingerprints and photographs.
• Must be able to adhere to City of Marion residency requirements policy as it pertains to police officers.
• Ability to perform related work as directed.

An employee’s inability to perform any of his or her essential job functions and/or lack of required knowledge or skills may pose a direct threat to the health or safety of the employee, other individuals in the work place, and/or citizens encountered during work.

Required Special Qualifications

- United States Citizen and resident of Iowa or intends to become a resident of Iowa upon hire.
- 18 years of age upon date of hire.
- Valid Iowa Driver’s License upon date of hire.
- Meets minimum hiring standards as outlined in Iowa Administrative Code 501.
- Must be a certified law enforcement officer or become a certified law enforcement officer within 365 days of hire.