

LA MESA POLICE DEPARTMENT INSTRUCTION

MISCELLANEOUS: SELECTION OF PERSONNEL FOR SPECIAL
ASSIGNMENT

No: 505

Adopted: May 10, 1983 / Revised: 3/10, 10/12, 3/13, 6/15, 7/20, 8/21

Page 1 of 14

Ray Sweeney, Chief of Police:

I. PURPOSE

The Chief of Police is responsible for the selection of personnel for the various assignments within the Police Department. This Instruction describes the procedures to be used for the testing and selection of personnel for the listed specialized assignments: Investigations Detective (General), Investigations Detective (Anchor Position Detective), Investigations Community Service Officer, Special Investigations Unit Detective, Special Investigations Unit (Anchor Position Detective), Special Investigations Unit (Detective Narcotic Task Force), Special Investigations Unit (Detective Regional Auto Theft Task Force) Special Investigations Unit (Detective Gang Task Force), Training Unit Background Detective, Traffic Unit Accident Investigator, Traffic Unit Motor Officer, Traffic Unit Anchor Position Officer, Traffic Unit Community Services Officer, School Resource Officer, Narcotics Detection Police Service Dog Handler, and Patrol Street Team Officer.

II. QUALIFICATIONS

Selection for assignment will be based on each candidate's overall contribution to the Police Department and past performance evaluations, including such areas as experience, verbal and written expression, assertiveness, alertness, judgment, preparation for the position to be filled, and the ability to work with minimal supervision. The selection procedure shall include a testing process deemed appropriate for the requirements of the assignment, regardless of the number of applicants, and will include a written and/or practical examination, an interview, and a review of the applicant's personnel background and application.

III. RESPONSIBILITIES

It is the responsibility of each Division Commander to review applications for specialized assignments for completeness and accuracy, and to advise applicants of any additional materials needed for their application package.

The final decision on specialized assignments remains with the Chief of Police.

IV. PROCEDURE

When a testing and selection process is needed for a specialized assignment, written notification of the opening(s) will be provided by the Chief of Police. After

this notice is posted, applications from interested persons will be accepted for a period not to exceed fourteen calendar days. The application will be in the form of a cover memo with applicable documents attached.

Whenever appropriate, the application period may be extended by the Chief of Police. A written announcement of such an extension shall be made by the Office of the Chief of Police, stating the reason for the extension. The requirement for 3 years of POST certified law enforcement experience for non-task force specialized assignments may be waived by the Chief of Police when the application period is extended.

If a person is selected for a specialized assignment they shall be expected to remain in that particular assignment for a minimum of no less than three (3) years, before being allowed to test for another specialized assignment.

After the three (3) year minimum has been met, a person may apply for an extension(s) to remain in that specialized assignment or may apply for a second specialized assignment, any time thereafter, with the understanding that no combination of two (2) specialized assignments may exceed a total of six (6) years.

After fulfilling their obligation(s) in a specialized assignment, no matter how long that term has been, a person must rotate back to patrol for a period of no less than one (1) year before being eligible to apply for another specialized assignment. After the one (1) year period, that person's eligibility and expected minimum obligations will start over.

Exceptions to the minimum obligation rule are as follows: If a person is applying for an Anchor Position within a specialized assignment in the same Division. For example, an Accident Investigator, Motor Officer or School Resource Officer, would be allowed to apply for the Anchor Position in the Traffic Unit, because all of those assignments are in the Patrol Division. A General Detective, SIU Detective, Task Force Detective and the Background Investigator, would be allowed to apply for the Anchor Position in Investigations and SIU, because all of those assignments are in the Services Division. If a person is assigned to the Patrol Street Team they would be allowed to apply for any other specialized assignment in either division.

Whenever appropriate, the minimum expected obligations and term limits for specialized assignments may be waived by the Chief of Police.

A person's application for the special assignment will be addressed to the Chief of Police through the person's chain of command. Supervisors may add recommendations to be considered during the selection process. Supervisors

shall not deny or withhold an application except when the applicant does not meet the minimum qualifications for the open position.

Each application shall contain, but not be limited to, the following information:

1. The name of the applying officer
2. The date
3. The assignment for which the application is made
4. Why the candidate is applying for this specialized assignment
5. Any other information which the candidate feels is important for consideration by the selection board.

The “Personnel Background and Application” package will be considered 20% of the person’s score in any testing process, the “Written/Practical” will be 30% of the score and the “Interview” will be 50%.

At the completion of the testing process the applicants will be placed in one of up to four categories, “Exceptionally Well Qualified”, “Well Qualified”, “Qualified”, and “Not Qualified.” The Chief of Police will be given a list of the most qualified candidates based on the following formula: Number of Open Assignments plus 1. (For example, if there is one (1) opening, the names of the two (2) most qualified applicants will be given to the Chief of Police. If there are two (2) openings, the names of the three (3) most qualified applicants will be given to the Chief of Police, etc.) At their discretion, the Chief of Police may request additional names be added to the list.

In the event the number of openings for a particular special assignment exceeds or is equal to the number of applicants, the Chief of Police will be given the names of all of the qualified applicants. Applicants finishing in the “Not Qualified” category shall not be considered for appointment to the specialized assignment for which that testing was conducted.

In the event that the Chief of Police chooses to leave a particular special assignment vacant (For example there are two (2) openings and he elects to only fill one (1) of them at that time,) when the decision is made to fill that particular vacant assignment at a later date, a new list of names will be given to the Chief of police, using the same method as described above.

Applications submitted for a specialized assignment will be retained by the Office of the Chief of Police for a period of six months from the date the results of the testing and selection process are announced and may be used to make regular appointments to the specialized assignment for vacancies that arise in the six-month time period. Temporary or emergency appointments may be made by the Chief of Police, until the selection process for permanent assignment is completed.

V. NOTICE AND TERM OF APPOINTMENT

Appointments shall be announced from the Office of the Chief of Police. Selection of the most qualified candidate(s) will be made as soon as possible from the initial posting of the notice of opening.

Except as specified, officer-level specialized assignments will be three (3) years in duration with the potential for three (3) additional one-year extensions, based on the employee's request and the approval of the employee's chain of command. Supervisory specialized assignments will be three (3) years in duration.

In the event there are no applications for an announced opening in a specialized assignment, the Chief of Police may extend the assignment of the person in that position for one (1) year, to fulfill the needs of the Department. At the end of that year, and any consecutive necessary years, the position shall be announced for an opening as described above. The current person in the position may remain there until a qualified candidate tests for and is accepted for the assignment.

Every employee rotating back to patrol from any specialized assignment shall receive training and updates from a Master Officer or Patrol Supervisor for a full shift before going into patrol service alone. This training may be extended at the request of the returning employee and/or at the direction of the Master Officer or Patrol Supervisor for up to six (6) additional shifts (two weeks).

VI. SPECIALIZED ASSIGNMENTS (Services Division)

A. Investigations – Detective: General

Experience: Minimum of three (3) years of full-time, California POST certified, law enforcement experience and successful completion of probation with the La Mesa Police Department.

Special Skills: Applicants must be proficient in the following areas: all photography formats; evidence collection and preservation; interviewing and interrogation; arrest and search warrant procedures; and the utilization of Local, State and Federal investigative data base systems.

Testing: All candidates under consideration shall be prepared to participate in testing, including an interview conducted before a panel consisting of the Services Division Commander (or a designated representative), the Services Lieutenant, and the Investigations Sergeant. The testing should be scheduled no later than thirty (30) calendar days after the end of the notice of opening. The Services Lieutenant will be responsible for scheduling the

interview appointments for applicants, utilizing on-duty time when possible. It shall be the responsibility of the panel to evaluate the candidates and to make recommendations to the Chief of Police.

B. Investigations – Detective: Anchor Position Detective

Experience: Minimum of two (2) years of specialized assignment as a general or specialized detective.

Special Skills: Applicants must be proficient in the following areas: all photography formats; evidence collection and preservation; interviewing and interrogation; arrest and search warrant procedures; and the utilization of Local, State and Federal investigative data base systems. Applicants should be able to supervise a complex investigation, work within a team as a leader and mentor, as well as effectively train other detectives.

Testing: All candidates under consideration shall be prepared to participate in testing, consisting of an interview conducted before a panel consisting of the Services Division Commander (or a designated representative), the Services Lieutenant, and the Investigations Sergeant. The testing should be scheduled no later than thirty (30) calendar days after the end of the notice of opening. The Services Lieutenant will be responsible for scheduling the interview appointments for applicants, utilizing on-duty time when possible. It shall be the responsibility of the panel to evaluate the candidates and to make recommendations to the Chief of Police.

The duration of this assignment is initially for three years. At the end of this period, the person in this position may request a one-year extension based upon their performance in the Unit and approval of their Chain of Command. Each succeeding year the person may repeat this request. There is no limit to the number of extensions for this assignment.

C. Community Service Officer – Investigations

Experience: Minimum of one (1) year of full-time Community Service Officer experience and successful completion of probation with the La Mesa Police Department.

Special Skills: Applicants must be proficient in the following areas: all photography formats; evidence collection and preservation; conducting follow up investigations and interviews; and submitting thorough investigations and reports. The CSO should have a working knowledge of the Penal Code, Vehicle Code, and case law; and the utilization of Local, State and Federal investigative data base systems. The applicant must also be familiar with investigative equipment available to the Investigations Unit.

Testing: All candidates under consideration shall be prepared to participate in testing, including an interview conducted before a panel consisting of the Services Division Commander (or a designated representative), the Investigations Unit Supervisor and a qualified third officer or staff member designated by the Services Division Commander. The interview should be scheduled no later than thirty (30) calendar days after the end of the notice of opening. The Investigations Supervisor will be responsible for scheduling the interview appointments for the applicants, utilizing on-duty time when possible. It shall be the responsibility of the panel to make recommendations to the Chief of Police.

Duration: The duration of the assignment is for two years.

D. Special Investigations Unit (SIU) - Detective

Experience: Minimum of three (3) years of full-time, California POST certified, law enforcement experience and successful completion of probation with the La Mesa Police Department.

Special Skills: Applicants must be proficient in the following areas: Surveillance, undercover operations, and related equipment; and the utilization of Local, State and Federal investigative data base systems; arrest and search warrant procedures; knowledge of local and regional crime, gang, and drug sales/use trends; interviewing and interrogation; all photography formats; evidence collection and preservation.

Testing: All candidates under consideration shall be prepared to participate in testing, including an interview conducted before a panel consisting of the Services Division Commander (or a designated representative), the Services Lieutenant and the SIU Sergeant.

The interview should be scheduled no later than thirty (30) calendar days after the end of the notice of opening. The Services Division Commander or his/her designee will be responsible for scheduling the interview appointments for the applicants, utilizing on-duty time when possible. It shall be the responsibility of the panel to make recommendations to the Chief of Police.

E. Proposition 64 Grant Officer (Through 04/30/2024)

Experience: Minimum of three (3) years of full-time, California POST certified, law enforcement experience and successful completion of probation with the La Mesa Police Department.

Special Skills: Applicants must be proficient in the following areas: Effective communication (written and verbal), knowledge of laws

surrounding the possession, cultivation, manufacturing, and use of marijuana and other cannabis products, ability to effectively engage with juveniles, and ability to create and administer informational presentations.

Testing: All candidates under consideration shall be prepared to participate in testing, including an interview conducted before a panel consisting of the Services Division Commander (or a designated representative), the Services Lieutenant and the SIU Sergeant.

The interview should be scheduled no later than thirty (30) calendar days after the end of the notice of opening. The Services Division Commander or his/her designee will be responsible for scheduling the interview appointments for the applicants, utilizing on-duty time when possible. It shall be the responsibility of the panel to make recommendations to the Chief of Police.

Duration: This is a grant funded assignment which terminates April 30, 2024. It is expected the applicant will be committed to this assignment throughout the duration of the grant unless otherwise approved by the Chief of Police. This assignment is not eligible for extensions.

F. Special Investigations Unit (SIU) - Anchor Position Detective

Experience: Minimum of two (2) years of specialized assignment as a general or specialized detective.

Special Skills: Applicants must be proficient in the following areas: all photography formats; evidence collection and preservation;

interviewing and interrogation; arrest and search warrant procedures; and the utilization of Local, State and Federal investigative databases. Applicants should be able to supervise a complex investigation, work within a team as a leader and mentor, as well as effectively train other detectives.

Testing: All candidates under consideration shall be prepared to participate in testing, consisting of an interview conducted before a panel consisting of the Services Division Commander (or a designated representative), the Services Lieutenant, and the SIU Sergeant. The testing should be scheduled no later than thirty (30) calendar days after the end of the notice of opening. The Services Lieutenant will be responsible for scheduling the interview appointments for applicants, utilizing on-duty time when possible. It shall be the responsibility of the panel to evaluate the candidates and to make recommendations to the Chief of Police.

The duration of this assignment is initially for three years. At the end of this period, the person in this position may request a one year extension based upon their performance in the Unit and approval of their Chain of Command.

Each succeeding year the person may repeat this request. There is no limit to the number of extensions for this assignment.

G. Special Investigations Unit (SIU) – Detective: Narcotic Task Force

Experience: Minimum of three (3) years of full-time, California POST certified, law enforcement experience with the immediate past two (2) years of full-time experience with the La Mesa Police Department.

Special Skills: Applicants must be proficient in the following areas: all photography formats; evidence collection and preservation; interviewing and interrogation; arrest and search warrant procedures; knowledge of regional illegal drug trends; surveillance and undercover operations and related equipment; and the utilization of Local, State and Federal investigative data base systems.

Testing: All candidates under consideration shall be prepared to participate in testing, including an interview conducted before a panel consisting of the Services Division Commander (or a designated representative), the Services Lieutenant, a representative from the Narcotic Task Force, and the SIU Sergeant. The interview should be scheduled no later than thirty (30) calendar days after the end of the notice of opening. The Services Lieutenant will be responsible for scheduling the interview appointments for applicants, utilizing on-duty time when possible.

It shall be the responsibility of the panel to evaluate the candidates and to make recommendations to the Chief of Police.

H. Special Investigations Unit (SIU) – Detective: Regional Auto Theft Task Force

Experience: Minimum of three (3) years of full-time, California POST certified, law enforcement experience with the immediate past two (2) years of full-time experience with the La Mesa Police Department.

Special Skills: Applicants must be proficient in the following areas: all photography formats; evidence collection and preservation; interviewing and interrogation; arrest and search warrant procedures; knowledge of regional auto theft trends; surveillance and undercover operations and related equipment; and the utilization of Local, State and Federal investigative data base systems.

Testing: All candidates under consideration shall be prepared to participate in testing, including an interview conducted before a panel consisting of the Services Division Commander (or a designated representative), the Services Lieutenant, a representative from the Regional Auto Theft Task Force, and

the SIU Sergeant. The interview should be scheduled no later than thirty (30) calendar days after the end of the notice of opening. The Services Lieutenant will be responsible for scheduling the interview appointments for applicants, utilizing on-duty time when possible. It shall be the responsibility of the panel to evaluate the candidates and to make recommendations to the Chief of Police.

I. Special Investigations Unit (SIU) – Detective: Gang Task Force

Experience: Minimum of three (3) years of full-time, California POST certified, law enforcement experience with the immediate past two (2) years of full-time experience with the La Mesa Police Department.

Special Skills: Applicants must be proficient in the following areas: all photography formats; evidence collection and preservation; interviewing and interrogation; arrest and search warrant procedures; knowledge of regional gang trends; surveillance and undercover operations and related equipment; and the utilization of Local, State and Federal investigative data base systems.

Testing: All candidates under consideration shall be prepared to participate in testing, including an interview conducted before a panel consisting of the Services Division Commander (or a designated representative), the Services Lieutenant, a representative from the Gang Task Force, and the SIU Sergeant. The interview should be scheduled no later than thirty (30)

calendar days after the end of the notice of opening. The Services Lieutenant will be responsible for scheduling the interview appointments for applicants, utilizing on-duty time when possible. It shall be the responsibility of the panel to evaluate the candidates and to make recommendations to the Chief of Police.

J. Training Unit – Background Detective

Experience: Minimum of three (3) years of full-time, California POST certified, law enforcement experience with the immediate past two (2) years of full-time experience with the La Mesa Police Department.

Special Skills: Applicants must be proficient in the following areas: Conducting extremely thorough, in-depth investigations; possessing proficient interviewing and written communication skills; and utilizing law enforcement computer data base systems. Applicants should have demonstrated a strong commitment to the Department and a desire to perpetuate the highest standards of the La Mesa Police Department.

Testing: All candidates under consideration shall be prepared to participate in testing, including an interview conducted before a panel consisting of the

Services Division Commander (or a designated representative), the Services Lieutenant, and the Training Sergeant. The interview should be scheduled no later than thirty (30) calendar days after the end of the notice of opening. The Services Lieutenant will be responsible for scheduling the interview appointments for applicants, utilizing on-duty time when possible. It shall be the responsibility of the panel to evaluate the candidates and to make recommendations to the Chief of Police.

VII. SPECIALIZED ASSIGNMENTS (Patrol Division)

K. Traffic Unit – Accident Investigator

Experience: Minimum of three (3) years of full-time, California POST certified, law enforcement experience and successful completion of probation with the La Mesa Police Department.

Special Skills: Applicants must be proficient in the following areas: Conducting accident investigations, to include utilizing formulas relative to traffic accidents and measuring skid patterns; gathering evidence; conducting the follow up investigations and interviews; and submitting thorough investigations and reports. The officer must have a working knowledge of the Penal Code, Vehicle Code, and case law where they relate to accident investigation and traffic enforcement. The applicant must also be familiar with investigative equipment available to the Traffic Unit, to include all

photography formats, radar, and the utilization of Local, State and Federal investigative data base systems.

Testing: All candidates under consideration shall be prepared to participate in testing, including an interview conducted before a panel consisting of the Patrol Division Commander (or a designated representative), the Traffic Supervisor, and a qualified third officer or staff member designated by the Patrol Division Commander.

The interview should be scheduled no later than thirty (30) calendar days after the end of the notice of opening. The Traffic Supervisor will be responsible for scheduling the interview appointments for the applicants, utilizing on-duty time when possible. It shall be the responsibility of the panel to make recommendations to the Chief of Police.

L. Traffic Unit – Motor Officer

Experience & Qualifications: Minimum of three (3) years of full-time, California POST certified, law enforcement experience and successful completion of probation with the La Mesa Police Department. Must be able to place both feet flat on the ground while astride a P.O.S.T. academy police

motorcycle; must be able to lift a P.O.S.T. academy police motorcycle from a down position back onto its side stand; must have a current DMV Class M1 two-wheel motorcycle endorsement.

Special Skills: Applicants must be proficient in all areas designated for the Accident Investigator. In addition, they must successfully complete a P.O.S.T. motorcycle operators' academy.

Testing: All candidates under consideration shall be prepared to participate in testing, including an interview conducted before a panel consisting of the Patrol Division Commander (or a designated representative), the Traffic Supervisor, and a qualified third officer or staff member designated by the Patrol Division Commander.

The interview should be scheduled no later than thirty (30) calendar days after the end of the notice of opening. The Traffic Supervisor will be responsible for scheduling the interview appointments for the applicants, utilizing on-duty time when possible. It shall be the responsibility of the panel to make recommendations to the Chief of Police.

M. Traffic Unit - Anchor Position Officer

Experience: Minimum of two (2) years of specialized assignment as an Accident Investigator or Motor Officer.

Applicants must be proficient in the following areas: Conducting accident investigations, to include utilizing formulas relative to traffic accidents and measuring skid patterns; gathering evidence; conducting the follow up investigations and interviews; and submitting thorough investigations and reports. The officer must have a working knowledge of the Penal Code, Vehicle Code, and case law where they relate to accident investigation and traffic enforcement. The applicant must also be familiar with investigative equipment available to the Traffic Unit, to include all photography formats, radar, and the utilization of Local, State and Federal investigative data base systems and have completed a minimum of the Advanced Traffic Course.

Testing: All candidates under consideration shall be prepared to participate in testing, including an interview conducted before a panel consisting of the Patrol Division Commander (or a designated representative), the Traffic Supervisor, and a qualified third officer or staff member designated by the Patrol Division Commander.

The interview should be scheduled no later than thirty (30) calendar days after the end of the notice of opening. The Traffic Supervisor will be responsible for scheduling the interview appointments for the applicants,

utilizing on-duty time when possible. It shall be the responsibility of the panel to make recommendations to the Chief of Police.

The duration of this assignment is initially for (3) three years. At the end of this period, the employee in the anchor position may request a one year extension based upon their performance in the Unit and approval of their Chain of Command. Each succeeding year the employee may repeat this request. There is no limit to the number of extensions for this assignment.

N. Community Service Officer – Traffic

Experience: Minimum of one (1) year of full-time Community Service Officer experience and successful completion of probation with the La Mesa Police Department.

Special Skills: Applicants must be proficient in the following areas: Conducting accident investigations, measuring skid patterns; gathering evidence; conducting the follow up investigations and interviews; and submitting thorough investigations and reports. The CSO should have a working knowledge of the Penal Code, Vehicle Code, and case law where they relate to accident investigation and vehicle impounds. The applicant must also be familiar with investigative equipment available to the Traffic Unit, to include all photography formats, measuring devices, and the operation of and the utilization of Local, State and Federal

investigative data base systems. The applicant must be able to successfully pass an intermediate traffic investigation course.

Testing: All candidates under consideration shall be prepared to participate in testing, including an interview conducted before a panel consisting of the Patrol Division Commander (or a designated representative), the Traffic Supervisor and a qualified third officer or staff member designated by the Patrol Division Commander. The interview should be scheduled no later than thirty (30) calendar days after the end of the notice of opening. The Traffic Supervisor will be responsible for scheduling the interview appointments for the applicants, utilizing on-duty time when possible. It shall be the responsibility of the panel to make recommendations to the Chief of Police.

Duration: The duration of the assignment is for two (2) years.

O. School Resource Officer

Experience: Minimum of three (3) years of full-time, California POST certified, law enforcement experience and successful completion of probation with the La Mesa Police Department.

Special Skills: Must be proficient with juvenile laws; must be able to prepare and present classes on safety, conflict management and peer mediation skills, and security to students and school staff; must be able to coordinate enforcement activities, and class room activities with school officials; must be available to participate in and/or be able to coordinate enforcement activities for school events; and must maintain an excellent working relationship with students, parents, teachers and school administrators.

Testing: All candidates under consideration shall be prepared to participate in testing, including an interview conducted before a panel consisting of the Patrol Division Commander (or a designated representative), one or more members of the Patrol Division staff selected by the Patrol Division Commander, and representative(s) of the applicable school district.

The interview should be scheduled no later than thirty (30) calendar days after the end of the notice of opening. The Patrol Division Commander or his/her designee will be responsible for scheduling the interview appointments for the applicants, utilizing on-duty time when possible. It shall be the responsibility of the panel to make recommendations to the Chief of Police.

P. Narcotics Detection Police Services Dog Handler

Experience: Minimum of three (3) years of full-time, California POST certified, law enforcement experience and successful completion of probation with the La Mesa Police Department.

Special Skills: Applicant must be proficient in the following areas: Ability to prepare comprehensive and well-written reports, arrest warrants and search warrants; be knowledgeable in Search and Seizure laws; must have knowledge of state and federal narcotics law, along with local drug sales/use trends; must be familiar with state and federal asset forfeiture laws; ability to work closely with Investigations Unit, Special Investigations Unit, other federal, state and local agencies along with other specialized units; must have effective interpersonal communications skills with colleagues and the public, and have effective public speaking skills; general law enforcement and organization skills; ability to interact with school staff members and students in a school setting; must be able to multi-task with a Police Service Dog, and make timely decisions under extreme duress; applicant must be available for callback assignment during off-duty hours; applicant may be disqualified from a collateral-duty assignment that conflicts with the applicant's ability to perform canine program assignments; applicant must be able to provide a fenced (minimum 5 foot high) yard for the Police Service Dog, and garage or off street parking on the handler's property for the assigned vehicle when not in use, along with an appropriate home environment for the proper care and supervision of the assigned Police Service Dog; applicants must be able to

complete the Basic Police Service Dog Academy, and perform all of the physical requirements associated with the position.

Testing: All candidates under consideration shall be prepared to participate in testing, including but not limited to an interview conducted before a panel consisting of the Patrol Division Commander (or a designated representative), the Police Service Dog Program Manager and qualified outside agency staff members designated by the Patrol Division Commander.

Bag Lift / Wall Exercise: All candidates shall be able to lift a 75-pound package onto a three-foot high platform, simulating deployment of a canine.

The interview should be scheduled no later than thirty (30) calendar days after the end of the notice of opening. The Police Service Dog Program Manager will be responsible for scheduling the interview appointments for the applicants, utilizing on-duty time when possible. It shall be the responsibility of the panel to make recommendations to the Chief of Police.

Duration: Applicant shall be committed to a long-term assignment. Narcotics Detection Police Service Dog program assignments typically last for the service life of the canine, which is five (5) to seven (7) years, or more. Generally, transfers from the Police Service Dog Program to another

Specialized Assignment within the first 3 years shall not be granted unless approved by the Chief of Police, or his designee.

Q. Street Team Officer – Patrol

Experience: Minimum of one (1) year of full-time, California POST certified, law enforcement experience and successful completion of probation with the La Mesa Police Department.

Special Skills: Applicants must be proficient in the following areas: the utilization of Local, State and Federal investigative data base systems; arrest procedures; and must be able to demonstrate the ability to productively conduct proactive enforcement.

Testing: All candidates under consideration shall be prepared to participate in testing, including an interview conducted before a panel consisting of the Patrol Division Commander (or a designated representative) and one or more members of the Department staff selected by the Patrol Division Commander.

The interview should be scheduled no later than thirty (30) calendar days after the end of the notice of opening. The Patrol Division Commander or his/her designee will be responsible for scheduling the interview appointments

for the applicants, utilizing on-duty time when possible. It shall be the responsibility of the panel to make recommendations to the Chief of Police.

Duration: Officer-level assignments for the Street Team will be two (2) years in duration.