

# **AGENCY SPECIFIC RESPONSES**

**Detroit Police Department**

**Prepared for the**

**MICHIGAN COMMISSION ON LAW ENFORCEMENT STANDARDS**



**By**

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## CHAPTER 1: Introduction

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The Michigan Commission on Law Enforcement Standards (MCOLES) is mandated by statute to prepare and publish medical and non-medical standards for the selection, employment, training, licensing, and revocation of law enforcement officers in Michigan. The legislation that created MCOLES can be found in Public Act 203 of 1965, as amended, sections MCL 28.601-615 of the Michigan Compiled Laws (MCL). The statute also authorizes MCOLES to promulgate administrative rules that establish the criteria and processes for the enforcement of the standards, including rules governing in-service training.

As a state regulatory agency, and as a logical outgrowth of its statutory responsibilities, the MCOLES is required to establish and maintain the job-relatedness and relevance of all its standards. One way to demonstrate and support job relatedness and relevance is through a process called validation. The first step in any formal validation strategy includes a review of job information -- that is, a review of the tasks and activities performed on the job and the knowledges, skills, abilities, and other characteristics required for their successful performance. One of the most rigorous methods used to define job content is a job task analysis, where each and every task is described in terms of its frequency, and criticality or importance. The job task analysis approach was implemented in Michigan to ensure that the resulting job description would be comprehensive, complete, and useful for defining performance standards for entry into the profession as well as for continuing education.

In 1979, the MCOLES, then the Michigan Law Enforcement Officers Training Council (MLEOTC), in partnership with Personnel Research Consultants (PRC), Fair Oaks, California, conducted a job task analysis of the patrol officer position using a random sample of Michigan law enforcement agencies and officers. A sample pool of patrol officers and patrol supervisors were asked about the frequency and criticality of specified common job tasks. The results of the 1979 job task analysis were ultimately used by the MLEOTC to develop mandatory statewide selection standards and training curricula for entry-level patrol officers across the state.

In 1996, the MLEOTC contracted with Stanard & Associates, Inc. (S&A), Chicago, Illinois, to conduct an updated job task analysis to ensure that the mandated standards remained valid and reflected current law enforcement practices. As was done in 1979, MLEOTC queried patrol officers and patrol supervisors regarding a list of common job tasks as to their frequency and criticality.

In 2006, MCOLES again partnered with Stanard & Associates, Inc. to develop the job analysis survey and collect the survey data. The process, approach, and survey content largely mirrored those used in the 1996 study, with content updated to reflect the job as it existed in 2006, with a focus on changes in the job in the 21<sup>st</sup> century. They then contracted with Performance-Based Selection (PBS) to analyze the data and produce an overall report, as well as individual reports for each stratification represented in the database. Detailed information regarding the design and development of the 1979, 1996, and 2006 job task analyses and the adherence of these efforts to professionally accepted guidelines can be found in the respective project reports (Personnel Research Consultants, 1979; Stanard & Associates, 1996; Performance-Based Selection, 2007).

Although the MCOLES routinely examines and evaluates its entry-level standards, training curriculum, and the licensing examination, it is important to ensure that the job analysis remains *contemporary* and accurately describes the job as it exists today. Therefore, in late 2017 -

2018, the job task analysis was updated once again. The results of that project are summarized in this report.

The job task analysis is the tool used by the MCOLES to support the job-relatedness of the law enforcement standards for the position of patrol officer. It should be pointed out that other state standard-setting organizations across the nation use a very similar methodology. What the MCOLES has learned about the job tasks, through the job task analyses, is important to agencies statewide, and each and every officer across the state. Participating in the JTA was a unique opportunity for line officers to let the MCOLES know what type of person should be entering the law enforcement profession in Michigan.

The JTA is structured to capture the roles, responsibilities, and duties specifically of routine patrol officers, a category within the occupation of law enforcement officer. In completing the job task inventory, patrol officers were asked to indicate, on a scale of 1-5, how frequently they performed each task. Patrol supervisors were also asked to indicate, on a similar five-point scale, the relative importance of each patrol officer task. In addition, officers were asked about the types of equipment and sources of information that they use.

The survey was administered online, and officers were able to record their responses by “pointing and clicking.” Since the JTA was web-based, officers and supervisors could access the survey at any time from any computer, phone, or tablet during the data collection or survey phase. The ability to work on the survey and then return to it at a later time contributed to the “user-friendly” nature of the process.

A total of eight separate stratifications or agency types were sampled for this statewide study. As part of the job analysis study, separate reports were created for each stratification. The two largest law enforcement agencies in the state, the Detroit Police Department (DPD) and the Michigan State Police (MSP) were each included as separate stratifications. The remaining six stratifications were defined as follows:

- large city/village/township police departments (60+ officers)
- medium city/village/township police departments (20-59 officers)
- small city/village/township police departments (1-19 officers)
- large county sheriff departments (60+ officers)
- small county sheriff departments (1-59 officers)
- specialty police agencies

This agency report is intended to complement the statewide report, [Statewide Job Analysis of the Patrol Officer Position](#) (PSI Services LLC and MCOLES, 2018) which describes in detail the job task analysis including scope, methodology, analyses, and findings for the routine patrol officer position in Michigan. For additional, specific, and/or detailed information, please refer to the cited report.

Agency specific reports are intended to help by highlighting *the core tasks* for the patrol officer position, as practiced in each agency type. The more specific job task analysis data can be used to increase the efficiency and effectiveness of agency personnel management procedures and processes such as selection, training, compensation, performance evaluation, and promotion.

## **CHAPTER 2: Job Analysis Inventory Design and Administration**

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One goal of the current project was to reduce the number of ratings to be made. Prior surveys had taken several hours to complete; an impractical amount of time given the nature of the job, and the fact that respondents were volunteering their time.

To help to achieve this goal, the number of task statements to be rated was reduced. Specifically, task statements that had a strong history of being considered core were identified and reviewed with the intention that these tasks would not be rated as part of the current job task analysis. Because data were available from nearly three decades of job task analysis ratings, the project team chose to use these results to identify tasks that had been included on, and rated as core, across all three of the previous job task analyses (in 1979, 1996, and 2006). These statements would be identified and then reviewed by a group of incumbent MCOLES licensed patrol officers and patrol supervisors (that is, subject matter experts, or SMEs) from across the state. The group would be tasked with determining whether the identified tasks could still be considered core for a variety of agencies across the state.

### **Identification of Historically Core Tasks**

As a first step in identifying the task statements to be included on the JTA survey, members of the PSI project team reviewed the results of the 1979, 1996, and 2006 JTA projects, and identified task statements which could be considered core across the 27- year span covered by these JTAs (e.g., “historically core”). To be considered historically core a task:

- had to have been included on, and rated as core, on all 3 of the previous JTAs, and;
- had to be substantially the same across all three previous surveys, with no, or only very minor, wording changes across time. An example of an acceptable minor wording statement is changing “traffic accident” to “traffic crash” to reflect more current verbiage.

The list of historically core tasks were then compiled into a separate document and reviewed by patrol officers and supervisor SMEs from the state of Michigan, during two separate meetings. This process resulted in a list of 192 task statements that were considered historically core; these tasks were, therefore, not rated in the 2018 JTA survey. A list of these 192 historically core tasks is contained in Appendix A.

### **JTA Survey**

Information regarding the job of a patrol officer in Michigan was obtained by administering an online comprehensive Job Task Analysis (JTA) survey to patrol officers and first-line supervisors in the Michigan law enforcement community. The JTA includes four main sections: (1) a background and training information section which asks for information about the demographic characteristics of the respondents, as well as information regarding the type of department in which they work, their work shifts, and their attitude toward the basic and in-service training they received; (2) types of equipment used where respondents indicated which equipment on a predetermined list was used in the course of their duties; (3) sources of information which contained questions about written materials officers use on the job, and (4) tasks performed.

Patrol officers were asked to complete all four sections of the JTA, while the JTA for supervisors included only two of the four sections – background information and tasks performed. A copy of the patrol officer JTA is given in Appendix B.

The tasks performed are the foundation and focus of the JTA. A total of 244 job tasks that were believed to be performed by law enforcement officers in the State of Michigan were included. For each task, two rating scales were used – **frequency** and **criticality** (or consequences of inadequate performance). Each rating was made using a 5-point scale. The rating scales are given below.

**Table 1**  
**Rating Scales**

| <b>Frequency of Performance</b>          |                                |                       |                      |          |
|--|--------------------------------|-----------------------|----------------------|----------|
| <b>1</b>                                 | <b>2</b>                       | <b>3</b>              | <b>4</b>             | <b>5</b> |
| Have not done this in the past 12 months | A few times per year (or less) | A few times per month | A few times per week | Daily    |

  

| <b>Criticality (Consequences of Inadequate Performance)</b> |                  |          |                   |                                |
|---|------------------|----------|-------------------|--------------------------------|
| <b>1</b>  | <b>2</b>         | <b>3</b> | <b>4</b>          | <b>5</b>                       |
| Minimal   | Not very serious | Serious  | Extremely Serious | Disastrous (e.g. loss of life) |

Patrol officers rated each task’s frequency, while patrol supervisors rated the task’s criticality.

## CHAPTER 3: Description of the Sample

All eight agency types were represented, with the final sample representative of Michigan's population of sworn officers. The number of patrol officers and supervisors sampled statewide by agency type is provided in Table 2, with the number of officers and supervisors for the Detroit Police Department sample in bold and italics.

**Table 2**  
**Number of Officers and Supervisors Sampled**

| Agency Type/Stratification              | % of MCOLES licensed officers statewide | Patrol Officers |                    | Supervisors |                    |
|---|---|-----------------|--------------------|-------------|--------------------|
|   |   | N               | % of those Sampled | N           | % of those Sampled |
| <i><b>Detroit Police Department</b></i> | <b>12</b>                               | <b>231</b>      | <b>15</b>          | <b>70</b>   | <b>17</b>          |
| Large City/Village/Township             | 17                                      | 271             | 18                 | 75          | 18                 |
| Large Sheriff Department                | 16                                      | 213             | 14                 | 48          | 12                 |
| Medium City/Village/Township            | 15                                      | 305             | 20                 | 78          | 19                 |
| Michigan State Police                   | 10                                      | 195             | 13                 | 62          | 15                 |
| Small City/Village/Township             | 16                                      | 158             | 10                 | 43          | 11                 |
| Small Sheriff Department                | 8                                       | 78              | 5                  | 12          | 3                  |
| Specialty Police Agencies               | 6                                       | 89              | 6                  | 21          | 5                  |
| <b>Total</b>                            | <b>100</b>                              | <b>1,540</b>    | <b>101</b>         | <b>409</b>  | <b>100</b>         |

Note: The total % of responses is greater than 100 due to rounding

It was important that the overall sample included in the statewide analyses and subsequent report be representative of the population of licensed officers from the State of Michigan. Once the final dataset was received, analyses revealed that two stratifications were over-represented among the patrol officer respondents, and two stratifications were over-represented among supervisor respondents. **Detroit Police Department was one of the two patrol officer groups that were over-represented, therefore 179 patrol officer responses were randomly excluded from the statewide analyses. These 179 patrol officers have been included in this agency report, bringing the total sample size for patrol officers to 410; all analyses in this report include the full group of patrol officers.**

Demographic characteristics of the respondents are summarized in terms of the data obtained in the background and training section of the JTA. Agency specific results are given here. Characteristics of the patrol officer sample are provided first (see Tables 3-11), the characteristics of the supervisor sample follow.



**Detroit Police Department – Patrol Officer Sample**

**Table 3  
Patrol Officers' Primary Shift Worked**

| <b>Primary Shift</b>             | <b>N</b>   | <b>% of Total Responses</b> |
|----------------------------------|------------|-----------------------------|
| Day                              | 144        | 35                          |
| Afternoon                        | 115        | 28                          |
| Evening/Night                    | 111        | 27                          |
| Variety/Rotating                 | 39         | 10                          |
| Not reported/unclear             | 1          | <1                          |
| <b>Total Number of Responses</b> | <b>410</b> | <b>100</b>                  |

**Table 4  
Patrol Officers' Employment Status**

| <b>Employment Status</b>         | <b>N</b>   | <b>% of Total Responses</b> |
|----------------------------------|------------|-----------------------------|
| Full-time                        | 400        | 98                          |
| Part-time                        | 0          | 0                           |
| Not reported                     | 10         | 2                           |
| <b>Total Number of Responses</b> | <b>410</b> | <b>100</b>                  |

**Table 5  
Patrol Officers' Primary Responsibility in the Last 12 Months**

| <b>Primary Responsibility(ies)</b> | <b>N</b>   | <b>% of Total Responses</b> |
|------------------------------------|------------|-----------------------------|
| Patrol                             | 293        | 71                          |
| Criminal Investigation             | 16         | 4                           |
| Traffic Enforcement                | 21         | 5                           |
| Community Relations                | 9          | 2                           |
| Vice Investigation                 | 0          | 0                           |
| Narcotics Investigation            | 3          | 1                           |
| Other                              | 68         | 17                          |
| <b>Total Number of Responses</b>   | <b>410</b> | <b>100</b>                  |

**Table 6**  
**Length of Time Working as a Licensed Patrol Officer in the State of Michigan**

| <b>Time</b>                             | <b>N</b>   | <b>% of Total Responses</b> |
|---|------------|-----------------------------|
| 0-6 months                              | 0          | 0                           |
| More than 6 months to less than 1 year  | 41         | 10                          |
| More than 1 year to less than 2 years   | 78         | 19                          |
| More than 2 years to less than 3 years  | 51         | 12                          |
| More than 3 years to less than 5 years  | 48         | 12                          |
| More than 5 years to less than 10 years | 25         | 6                           |
| More than 10 years                      | 167        | 41                          |
| <b>Total Number of Responses</b>        | <b>410</b> | <b>100</b>                  |

**Table 7**  
**Age of Officers in Patrol Sample (Optional Question)**

| <b>Age</b>                       | <b>N</b>   | <b>% of Total Responses</b> |
|----------------------------------|------------|-----------------------------|
| 18-24                            | 62         | 15                          |
| 25-34                            | 166        | 40                          |
| 35-44                            | 77         | 19                          |
| 45-54                            | 79         | 19                          |
| 55 and older                     | 23         | 6                           |
| Not reported                     | 3          | 1                           |
| <b>Total Number of Responses</b> | <b>410</b> | <b>100</b>                  |

**Table 8**  
**Gender of Officers in Patrol Sample (Optional Question)**

| <b>Gender</b>                    | <b>N</b>   | <b>% of Total Responses</b> |
|----------------------------------|------------|-----------------------------|
| Male                             | 319        | 78                          |
| Female                           | 83         | 20                          |
| Not reported                     | 8          | 2                           |
| <b>Total Number of Responses</b> | <b>410</b> | <b>100</b>                  |

**Table 9**  
**Equal Employment Opportunity Commission Category of Officers in Patrol Sample**  
**(Optional Question)**

| <b>EEOC Category</b>              | <b>N</b>   | <b>% of Total Responses</b> |
|-----------------------------------|------------|-----------------------------|
| American Indian or Alaskan Native | 4          | 1                           |
| Asian/Pacific Islander            | 5          | 1                           |
| Black of African American         | 153        | 37                          |
| Hispanic/Latino                   | 18         | 4                           |
| Multiple Ethnicities              | 33         | 8                           |
| White/Caucasian                   | 182        | 44                          |
| Not reported                      | 15         | 4                           |
| <b>Total Number of Responses</b>  | <b>410</b> | <b>99</b>                   |

Note: The total % of responses is less than 100 due to rounding

**Table 10**  
**Rank/Job Title of Officers in Patrol Sample**

| <b>Rank</b>                      | <b>N</b>   | <b>% of Total Responses</b> |
|----------------------------------|------------|-----------------------------|
| Patrol Officer                   | 375        | 91                          |
| Trooper                          | 0          | 0                           |
| Deputy                           | 0          | 0                           |
| Public Safety Officer            | 0          | 0                           |
| Corporal                         | 16         | 4                           |
| Sergeant                         | 3          | 1                           |
| Other                            | 16         | 4                           |
| <b>Total Number of Responses</b> | <b>410</b> | <b>100</b>                  |

**Table 10b**  
**Rank/Job Title of Officers in Patrol Sample Who Replied "Other"**

| <b>Rank</b>                      | <b>N</b>  | <b>% of Total Responses</b> |
|----------------------------------|-----------|-----------------------------|
| Detective                        | 1         | 6                           |
| Field Training Officer           | 1         | 6                           |
| Lieutenant                       | 1         | 6                           |
| Neighborhood Police Officer      | 5         | 31                          |
| Operator                         | 2         | 13                          |
| Police Officer                   | 5         | 31                          |
| SWAT Operator                    | 1         | 6                           |
| <b>Total Number of Responses</b> | <b>16</b> | <b>99</b>                   |

Note: The Total % of responses is less than 100 due to rounding

**Table 11**  
**Current Education Level of Officers in Patrol Sample (Optional Question)**

| <b>Highest Grade Completed Before Employed as a Police Officer</b> | <b>N</b>   | <b>% of Total Responses</b> |
|--|------------|-----------------------------|
| GED  | 7          | 2                           |
| High School degree   | 90         | 22                          |
| Some Undergraduate   | 158        | 39                          |
| Associate degree   | 76         | 19                          |
| Undergraduate degree   | 65         | 16                          |
| Master's degree  | 7          | 2                           |
| Ph.D., J.D., or equivalent   | 3          | <1                          |
| Not reported   | 4          | <1                          |
| <b>Total Number of Responses</b>                                   | <b>410</b> | <b>101</b>                  |

Note: The total % of responses is greater than 100 due to rounding

**Detroit Police Department – Supervisor Sample**

Tables 12–21 describe the sample of supervisors who responded to the JTA.

**Table 12**  
**Supervisors' Primary Responsibility(ies) in the Last 12 Months**

| <b>Primary Responsibility(ies)</b> | <b>N</b>  | <b>% of Total Responses</b> |
|------------------------------------|-----------|-----------------------------|
| Patrol                             | 55        | 79                          |
| Criminal Investigation             | 3         | 4                           |
| Traffic Enforcement                | 0         | 0                           |
| Community Relations                | 4         | 6                           |
| Vice Investigation                 | 0         | 0                           |
| Narcotics Investigation            | 0         | 0                           |
| Other                              | 8         | 11                          |
| <b>Total Number of Responses</b>   | <b>70</b> | <b>100</b>                  |

**Table 13  
Supervisors' Primary Shift Worked**

| <b>Primary Shift</b>             | <b>N</b>  | <b>% of Total Responses</b> |
|----------------------------------|-----------|-----------------------------|
| Day                              | 29        | 41                          |
| Afternoon                        | 13        | 19                          |
| Evening/Night                    | 22        | 31                          |
| Variety/Rotating                 | 4         | 6                           |
| Not reported                     | 2         | 3                           |
| <b>Total Number of Responses</b> | <b>70</b> | <b>100</b>                  |

**Table 14  
Supervisors' Employment Status**

| <b>Employment Status</b>         | <b>N</b>  | <b>% of Total Responses</b> |
|----------------------------------|-----------|-----------------------------|
| Full-time                        | 68        | 97                          |
| Part-time                        | 0         | 0                           |
| Not reported                     | 2         | 3                           |
| <b>Total Number of Responses</b> | <b>70</b> | <b>100</b>                  |

**Table 15  
Current Rank of Officers in Supervisor Sample**

| <b>Rank</b>                      | <b>N</b>  | <b>% of Total Responses</b> |
|----------------------------------|-----------|-----------------------------|
| Chief                            | 0         | 0                           |
| Corporal                         | 0         | 0                           |
| Lieutenant                       | 21        | 30                          |
| Patrol Officer                   | 0         | 0                           |
| Sergeant                         | 49        | 70                          |
| Other                            | 0         | 0                           |
| <b>Total Number of Responses</b> | <b>70</b> | <b>100</b>                  |

**Table 16**  
**Supervisor Length of Time as a Licensed Law Enforcement Officer in the State of Michigan**

| <b>Type of Agency</b>                   | <b>N</b>  | <b>% of Total Responses</b> |
|---|-----------|-----------------------------|
| 0-6 months                              | 0         | 0                           |
| More than 6 months to less than 1 year  | 1         | 1                           |
| More than 1 year to less than 2 years   | 0         | 0                           |
| More than 2 years to less than 3 years  | 0         | 0                           |
| More than 3 years to less than 5 years  | 0         | 0                           |
| More than 5 years to less than 10 years | 2         | 3                           |
| More than 10 years                      | 67        | 96                          |
| <b>Total Number of Responses</b>        | <b>70</b> | <b>100</b>                  |

**Table 17**  
**Length of Time Serving as a Supervisor of Officers Assigned to Patrol Duties in the State of Michigan**

| <b>Type of Agency</b>                   | <b>N</b>  | <b>% of Total Responses</b> |
|---|-----------|-----------------------------|
| I do not supervise patrol officers      | 0         | 0                           |
| 0-6 months                              | 0         | 0                           |
| More than 6 months to less than 1 year  | 5         | 7                           |
| More than 1 year to less than 2 years   | 11        | 16                          |
| More than 2 years to less than 3 years  | 4         | 6                           |
| More than 3 years to less than 10 years | 20        | 29                          |
| More than 10 years                      | 30        | 43                          |
| <b>Total Number of Responses</b>        | <b>70</b> | <b>101</b>                  |

Note: The total % of responses is greater than 100 due to rounding

**Table 18**  
**Current Age of Officers in Supervisor Sample (Optional Question)**

| <b>Age</b>                       | <b>N</b>  | <b>% of Total Responses</b> |
|----------------------------------|-----------|-----------------------------|
| 18-24                            | 0         | 0                           |
| 25-34                            | 2         | 3                           |
| 35-44                            | 17        | 24                          |
| 45-54                            | 35        | 50                          |
| 55 and older                     | 13        | 19                          |
| Not reported                     | 3         | 4                           |
| <b>Total Number of Responses</b> | <b>70</b> | <b>100</b>                  |

**Table 19**  
**Gender of Officers in Supervisor Sample (Optional Question)**

| <b>Gender</b>                    | <b>N</b>  | <b>% of Total Responses</b> |
|----------------------------------|-----------|-----------------------------|
| Male                             | 57        | 81                          |
| Female                           | 11        | 16                          |
| Not reported                     | 2         | 3                           |
| <b>Total Number of Responses</b> | <b>70</b> | <b>100</b>                  |

**Table 20**  
**Equal Employment Opportunity Commission Category for Officers in Supervisor Sample (Optional Question)**

| <b>EEOC Category</b>              | <b>N</b>  | <b>% of Total Responses</b> |
|-----------------------------------|-----------|-----------------------------|
| American Indian or Alaskan Native | 0         | 0                           |
| Asian/Pacific Islander            | 0         | 0                           |
| Black or African American         | 21        | 30                          |
| Hispanic/Latino                   | 4         | 6                           |
| White Caucasian                   | 32        | 46                          |
| Multiple Ethnicities              | 4         | 6                           |
| Not reported                      | 9         | 13                          |
| <b>Total Number of Responses</b>  | <b>70</b> | <b>101</b>                  |

Note: The total % of responses is greater than 100 due to rounding

**Table 21**  
**Current Education Level of Officers in Supervisor Sample (Optional Question)**

| <b>Highest Grade Completed Before Employed as a Police Officer</b> | <b>N</b>  | <b>% of Total Responses</b> |
|--|-----------|-----------------------------|
| GED  | 0         | 0                           |
| High School degree   | 0         | 0                           |
| Some Undergraduate   | 19        | 27                          |
| Associate degree   | 19        | 27                          |
| Undergraduate degree   | 21        | 30                          |
| Master's degree  | 9         | 13                          |
| Ph.D., J.D., or equivalent   | 1         | 1                           |
| Not reported   | 1         | 1                           |
| <b>Total Number of Responses</b>                                   | <b>70</b> | <b>99</b>                   |

Note: The total % of responses is less than 100 due to rounding

## **Patrol Officers' Ratings of Basic Training Curriculum and Training Priority**

Patrol officers who had been licensed in the State of Michigan for less than 3 years (and so who had completed Basic Training relatively recently) were asked to indicate how well prepared they were to perform the important tasks associated with their job following Basic Training. For this summary, respondents who had been on the job for less than 6 months (who had been taken out of the overall sample) were included, as their perceptions and input are current and important. The majority (approximately 91%) indicated that they were "fairly well" or better ("quite well" or "very well") prepared. Results for those from Detroit Police Department with less than 3 years of experience are given in Table 22.

**Table 22**  
**Perceptions Regarding How Well Basic Training Prepared Patrol Officers to perform tasks in the 21<sup>st</sup> Century**

| <b>How Well Prepared?</b> | <b>N</b>   | <b>% of Total Responses</b> |
|---------------------------|------------|-----------------------------|
| Not applicable            | 1          | <1                          |
| Very little               | 22         | 13                          |
| Fairly well               | 72         | 42                          |
| Quite well                | 54         | 32                          |
| Very well                 | 21         | 12                          |
| <b>Total</b>              | <b>170</b> | <b>100</b>                  |

### **Additional Information**

Patrol officers from Detroit Police Department indicated that they spent an average of 15.67 of their time working alone. Approximately 68% of the officers indicated that they work alone less than 10% of the time, while approximately 10% indicated that they work alone at least 90% of the time.



## CHAPTER 4: Data Analysis

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The data were analyzed to describe the job of Patrol Officer in the State of Michigan as it exists in 2018. The analyses were designed to identify:

- core tasks
- core sources of information, and
- core equipment used.

Details of each analysis and findings follow.

### Core Tasks

Core tasks are defined as those tasks with “statewide significance” (PRC and MLEOTC, 1979) and are determined using information from two rating scales: Criticality (consequences of inadequate performance or CIP) and Frequency, and from two perspectives: supervisors (who rated criticality) and officers (who rated frequency).

Three factors were considered in determining whether a task was core or non-core:

1. Composite Score – Data from the two rating scales (criticality and frequency) were combined to create a composite score for each agency type. The composite was created using the same methodology implemented in 1979 and used in both 1996 and 2006, with criticality receiving the majority weight (67%). The range for the composite was 1 to 5, and it was calculated by summing each agency type’s weighted mean Criticality response (.67 x mean criticality) and weighted mean Frequency response (.33 x mean frequency).
2. The mean frequency rating for each task across all agency types – Mean frequency plays a role in that regardless of a task’s criticality rating, if a task is virtually never performed, it should not be a significant part of the job. Therefore, in identifying core tasks, a minimum average frequency rating was implemented.
3. The mean CIP (criticality) rating for each task across all agency types – The average CIP rating for tasks across all respondents was also
4. considered when selecting core tasks. Regardless of a task’s frequency rating, if the task is considered extremely serious, it should be considered significant.

Any task with a CIP rating of at least 4.0 is considered core, regardless of its frequency or criticality rating. In addition, a task is considered core if:

- the average frequency rating is at least 1.25; and
- the average composite score is at least 2.50

As a result of these selection criteria, 104 out of 244 tasks or 42.62 percent, were identified as core tasks. A list of the core tasks for Detroit Police Department is provided in Appendix C, while non-core tasks are listed in Appendix D.

### **Sources of Information**

Data were gathered on both the importance of each source of information, and the frequency of use of each source. The response scales are given below.

**Table 23  
Sources of Information – Frequency Scale**

| Rating | Anchor   |
|--------|--|
| 1      | Do not refer to this information source                        |
| 2      | Refer to this source a few times per year (or less frequently) |
| 3      | Refer to this source a few times per month                     |
| 4      | Refer to this source a few times per week                      |
| 5      | Refer to this source daily                                     |

**Table 24  
Sources of Information – Importance Scale**

| Rating | Anchor              |
|--------|---------------------|
| 1      | Minimally Important |
| 2      | Not Very Important  |
| 3      | Important           |
| 4      | Very Important      |
| 5      | Extremely Important |

A composite score was created in much the same manner used for task statements (i.e., giving Criticality or Importance twice the weight of Frequency). A cut off of a composite score of 2.50 or higher for Detroit Police Department was used to identify core sources of information. Twenty-eight of 38 sources of information (or 73.68 percent) were rated core. All 38 sources of information along with the composite scores for Detroit Police Department are given in Appendix E.

### **Equipment**

When rating the 99 different kinds of equipment and vehicles, respondents simply indicated if they used the equipment or not. If 50% or more of the respondents for the Detroit Police Department indicated that they used the equipment, it was considered core. A total of twenty-four pieces of core equipment (or 24.24 percent) were identified. A list of the equipment along with the percentage of respondents using the equipment in Detroit Police Department is given in Appendix F.

## **CHAPTER 5: Summary and Conclusions**

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The data from the 2018 statewide job task analysis was used to create specific job descriptions for each of the eight different agency types. As a result, the job of patrol officer in Detroit Police Department has been defined in terms of activities and context. The description includes core job tasks, sources of information, and equipment. The methods, analyses and criteria used to create this detailed and focused job description are described in this report, with finding and results given in Appendices.

The agency type specific job description can be used to review, update, and support local employee selection programs, training curriculum, and/or performance appraisal processes. In addition, the updated job description helps to maintain compliance with State and Federal fair employment regulations and guidelines.

## References

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PSI Services LLC (2018). Statewide Job Task Analysis of the Entry-Level Law Enforcement Officers.

Personnel Research Consultants and Michigan Commission on Law Enforcement Officers Training Council (1979). Statewide Job Analysis of the Police Patrol Officer Position.

Stanard and Associates and Michigan Law Enforcement Officers Training Council (1996). Statewide Job Analysis of the Patrol Officer Position.

## **APPENDIX A**

### **List of Core Tasks Identified from Previous JTAs**

## PATROL OFFICER CORE TASKS IDENTIFIED FROM PREVIOUS JTAs

| Task   |
|--|
| <b>CRIMINAL INVESTIGATION</b>  |
| 1. Determine whether incidents are criminal or civil matters                               |
| 2. Establish modus operandi (M.O.) of a suspect  |
| 3. Examine dead bodies for wounds and injuries   |
| 4. Interview complainants and/or witnesses, and obtain oral and/or written statements      |
| 5. Locate witnesses to crimes  |
| 6. Participate in investigations with other law enforcement agencies                       |
| 7. Conduct a show-up (on-scene identification)   |
| 8. Review records and pictures, store videos, and online social media to identify suspects |
| 9. Review cause of death with medical examiner   |
| 10. Track persons from scene (e.g., footprints in snow or mud)                             |
| 11. Verify reliability and credibility of witnesses  |
| 12. Verify the identity of deceased persons  |
| <b>CRIMINAL PROCEDURE</b>  |
| 13. Advise persons of constitutional rights  |
| 14. Arrest persons with a warrant  |
| 15. Arrest persons without a warrant   |
| 16. Explain nature of complaints to offenders  |
| 17. Interrogate suspects who have been detained/arrested (e.g., post-custody)              |
| 18. Obtain search warrants   |
| 19. Plan strategy for conducting searches with a warrant                                   |
| 20. Plan strategy for making arrests   |
| 21. Search premises or property with warrant   |
| 22. Take into custody person lawfully detained by citizen                                  |
| 23. Transport prisoners  |
| <b>CRIME SCENE PROCESSING</b>  |
| 24. Cast impressions at crime scene (e.g., plaster cast, silicone, etc.)                   |
| 25. Determine need for specialized assistance at a crime scene                             |
| 26. Determine whether recovered property is linked with a previous crime                   |
| 27. Document chain of custody for evidence   |
| 28. Examine evidence and personal property from crime scenes                               |
| 29. Package evidence or personal property  |
| 30. Document crime scenes (photograph, videotape, sketch, etc.)                            |
| 31. Document location of physical evidence at a crime scene                                |
| 32. Recover and inventory stolen property  |
| 33. Search crime scenes for physical evidence  |
| 34. Confiscate property and tag evidence   |
| 35. Take custody of lost and found property  |
| 36. Trace stolen goods   |
| 37. Transport property or evidence   |

| <b>Task</b>  |
|--|
| <b>PATROL PROCEDURES – INTERPERSONAL RELATIONS</b>                                     |
| 38. Comfort emotionally upset persons  |
| 39. Deliver emergency messages (e.g., injuries, death)                                 |
| 40. Establish field contacts (e.g., bar owners, taxi drivers, etc.)                    |
| 41. Develop confidential informants  |
| 42. Answer general information questions from the public                               |
| 43. Talk with people while on patrol to establish rapport                              |
| <b>PATROL PROCEDURES – JUVENILES</b>   |
| 44. Apprehend juvenile offenders   |
| 45. Place children in protective custody (e.g., child abuse)                           |
| <b>PATROL PROCEDURES – PATROL OPERATIONS</b>   |
| 46. Check condition and status of assigned patrol equipment and vehicle                |
| 47. Check vehicles for proper registration (e.g., snowmobiles, ORVs, etc.)             |
| 48. Broadcast certain descriptions (e.g., suspects, missing persons)                   |
| 49. Inform dispatcher by radio as to your status                                       |
| 50. Inspect patrol vehicle for weapons and contraband                                  |
| 51. Make entries in individual patrol log or daily                                     |
| 52. Operate telephone console or dispatch  |
| 53. Prepare list of wanted persons or stolen vehicles for own use                      |
| 54. Receive and evaluate telephone requests for police service                         |
| 55. Request back-up assistance   |
| 56. Review information on criminal activity in area                                    |
| <b>PATROL PROCEDURES – PATROL TECHNIQUES</b>   |
| 57. Assist stranded motorists  |
| 58. Check parking lots, parks and school grounds                                       |
| 59. Direct actions of officer(s) arriving to assist                                    |
| 60. Follow and investigate suspicious vehicles or persons                              |
| 61. Identify wanted vehicles or persons  |
| 62. Interview suspicious persons   |
| 63. Investigate unusual odors  |
| 64. Investigate unusual sounds   |
| 65. Monitor traffic for violations   |
| 66. Participate in large scale area search parties                                     |
| 67. Physically examine and test doors and windows of dwellings and businesses          |
| 68. Search unlocked businesses and dwellings for signs of illegal entry                |
| 69. Secure house or property (e.g., lock, close doors and windows, etc.)               |
| 70. Secure vehicles (e.g., driver arrested or injured)                                 |
| 71. Subdue persons physically in a non-arrest situation, (e.g., emotionally disturbed) |
| 72. Transport emotionally agitated persons   |
| 73. Transport persons needing assistance   |

| Task   |
|--|
| <b>PATROL PROCEDURES – REPORT WRITING</b>  |
| 74. Summarize in writing the statements of witnesses and complainants            |
| 75. Transcribe field notes for reports   |
| 76. Write narrative reports  |
| <b>DETENTION AND PROSECUTION – CASE PROSECUTION</b>                              |
| 77. Advise victims of the procedures to prosecute                                |
| 78. Arraign defendant in court (in person or through video)                      |
| 79. Confer with prosecutor or city attorney prior to testimony regarding case    |
| 80. Discuss cases with prosecutor or city attorney following legal proceedings   |
| 81. Prepare complaint forms for warrant authorization                            |
| 82. Prepare witnesses for court testimony (e.g., explain court procedures, etc.) |
| 83. Present evidence in legal proceedings  |
| 84. Review reports and notes for court testimony                                 |
| 85. Review warrants for completeness and accuracy                                |
| 86. Swear out complaints or warrants   |
| 87. Testify in criminal cases  |
| <b>DETENTION AND PROSECUTION – CIVIL PROCESS</b>                                 |
| 88. Enforce court issued order (e.g., writs, injunctions, PPOs)                  |
| 89. Serve subpoenas  |
| <b>DETENTION AND PROSECUTION – RECEIVING AND BOOKING PROCESS</b>                 |
| 90. Book prisoners by completing arrest forms                                    |
| 91. Check weapons in and out of detention facility                               |
| 92. Fingerprint prisoners  |
| 93. Guard prisoners detained outside jail  |
| 94. Inventory prisoners' personal property                                       |
| 95. Investigate injuries to prisoners  |
| 96. Place holds on prisoners and notify department holding warrant               |
| 97. Return prisoner's property   |
| <b>POLICE SKILLS – FIRST AID</b>   |
| 98. Administer cardio-pulmonary resuscitation (CPR)                              |
| 99. Administer oxygen using resuscitator   |
| 100. Apply first aid to control bleeding   |
| 101. Apply first aid to treat for amputations                                    |
| 102. Apply first aid to treat for gunshot wounds                                 |
| 103. Apply first aid to treat for heart attack                                   |
| 104. Apply first aid to treat for lacerations                                    |
| 105. Apply first aid to treat for overdose                                       |
| 106. Apply first aid to treat for poisoning                                      |
| 107. Transport injured persons   |
| <b>POLICE SKILLS – FIREARMS</b>  |
| 108. Clean and inspect firearms and ammunition                                   |
| 109. Discharge firearm at person   |
| 110. Draw firearm in patrol situations while on duty                             |
| 111. Participate in firearms training  |



| <b>Task</b>   |
|---|
| <b>POLICE SKILLS – POLICE PHYSICAL SKILLS</b>   |
| 112. Break through doors using force  |
| 113. Conduct field search of arrested person  |
| 114. Conduct frisk or pat down  |
| 115. Handcuff suspects or prisoners   |
| 116. Run after fleeing suspects   |
| 117. Seize contraband   |
| <b>TRAFFIC – MOTOR VEHICLE TRAFFIC CRASH INVESTIGATION</b>                                      |
| 118. Search for and collect physical evidence at traffic crash scenes                           |
| 119. Complete the standard traffic crash report form (UD-10)                                    |
| 120. Determine contributing factors to a traffic crash  |
| 121. Determine fault in a traffic crash   |
| 122. Diagram traffic crash scenes   |
| 123. Direct actions of public service personnel arriving to assist                              |
| 124. Direct activities at scene of traffic crash investigation                                  |
| 125. Determine the extent of personal injuries resulting from traffic crash                     |
| 126. Identify owner of a vehicle involved in a traffic crash                                    |
| 127. Identify persons involved in traffic crash   |
| 128. Inspect vehicle for fresh damage   |
| 129. Interview medical personnel to obtain specific information                                 |
| 130. Interview persons involved in traffic crash  |
| 131. Investigate off-road vehicle crash (e.g., snowmobile, ATV/UTV)                             |
| 132. Investigate traffic crash scene to identify point(s) of impact                             |
| 133. Issue citation(s) based on traffic crash investigation                                     |
| 134. Photograph traffic crash scenes  |
| 135. Protect traffic crash physical evidence for collection                                     |
| 136. Remove debris from traffic crash scene   |
| 137. Request emergency assistance for traffic crash (e.g., tow truck, ambulance, salt truck)    |
| 138. Set priorities for action at a traffic crash scene   |
| 139. Take precautions to prevent additional crashes at traffic crash scene                      |
| <b>TRAFFIC – OWI/OUID</b>   |
| 140. Administer standardized field sobriety tests   |
| 141. Administer preliminary breath test (PBT)   |
| 142. Arrange for obtaining blood or urine samples for sobriety tests                            |
| 143. Arrest OWI/OUID suspects   |
| 144. Complete OWI/OUID arrest reports   |
| 145. Evaluate driver's capability to operate vehicle  |
| 146. Operate evidentiary breath test instrument (e.g. Datamaster) to test blood alcohol content |

| <b>Task</b>   |
|---|
| <b>TRAFFIC – TRAFFIC CONTROL AND ENFORCEMENT</b>  |
| 147. Check railroad crossing for signal violations (e.g., going around gates)                                 |
| 148. Determine speed of vehicles using speedometer  |
| 149. Direct pedestrian traffic  |
| 150. Direct traffic using flare pattern or traffic cone patterns  |
| 151. Direct traffic using hand signals, flashlight or illuminated baton                                       |
| 152. Explain legal procedures to traffic violators  |
| 153. Explain state vehicle laws and procedures to citizens  |
| 154. Inspect driver license (e.g., current, valid)  |
| 155. Issue citations for non-traffic offenses (e.g., appearance tickets, ordinance violations)                |
| 156. Issue verbal warnings to traffic violators in lieu of arrest or citation                                 |
| 157. Make custodial traffic arrest  |
| 158. Observe traffic control device to determine if it is functioning properly                                |
| 159. Document circumstances regarding traffic citation  |
| 160. Remove hazards from roadway (e.g., dead animals, debris, etc.)   |
| 161. Remove vehicles obstructing traffic (e.g., notify tow truck)   |
| 162. Visually estimate speed of vehicles  |
| <b>TRAFFIC – VEHICLE STOPS</b>  |
| 163. Inspect for vehicle identification number (VIN)  |
| <b>SPECIAL OPERATIONS – CIVIL DISORDERS</b>   |
| 164. Control hostile groups (e.g., demonstrators, rioters, or bar disturbance)                                |
| 165. Control non-violent crowds   |
| 166. Locate and observe crowd agitators   |
| 167. Patrol area containing labor pickets, marchers or demonstrators  |
| <b>SPECIAL OPERATIONS – EMERGENCY PREPAREDNESS/DISASTER CONTROL</b>   |
| 168. Advise property owners or agents of potentially hazardous conditions                                     |
| 169. Evacuate persons from a dangerous area   |
| 170. Patrol locations that appear physically hazardous to citizens (e.g., construction site, public nuisance) |
| 171. Secure accident and disaster scenes  |
| <b>SPECIAL OPERATIONS – TACTICAL OPERATIONS</b>   |
| 172. Conduct intelligence activities on known or suspected offenders  |
| 173. Conduct surveillance of individuals or locations   |
| 174. Organize surveillance of individuals or locations  |
| <b>GENERAL ADMINISTRATION</b>   |
| 175. Analyze and compare incidents for similarity of modus operandi (M.O.)                                    |
| 176. Attend formal in-service training (e.g., at an off-site class)   |
| 177. Escort emergency vehicles  |
| 178. Request equipment repair   |
| 179. Review other officers' incident reports for completeness and accuracy (e.g., partner, junior officer)    |

| <b>Task</b>             |  |
|-------------------------|--|
| <b>PHYSICAL ABILITY</b> |  |
| 180.                    | Climb through openings (e.g., windows)                             |
| 181.                    | Climb up or over obstacles   |
| 182.                    | Crawl in confined areas (e.g., attics)                             |
| 183.                    | Drag or pull heavy objects or persons                              |
| 184.                    | Jump over/across obstacles (e.g., stream, fence)                   |
| 185.                    | Jump down from elevated surfaces                                   |
| 186.                    | Lift and carry heavy objects or persons                            |
| 187.                    | Perform duties while wearing heavy equipment (other than gun belt) |
| 188.                    | Physically push movable objects                                    |
| 189.                    | Physically restrain crowds   |
| 190.                    | Pull self through openings   |
| 191.                    | Push self up over obstacles  |
| 192.                    | Run up/down stairs   |

## **APPENDIX B**

### **Job Analysis Patrol Officer Survey**

# PATROL OFFICER JOB TASK ANALYSIS SURVEY

## Background Information

You have been selected to complete this Job Task Analysis (JTA) survey. The JTA survey is used by MCOLES to identify the core job tasks, equipment, and sources of information used by patrol officers from across the state of Michigan. Over 3,000 officers will be taking this survey. Your responses will help ensure that MCOLES entry standards remain fair and valid.

We greatly appreciate you taking the time to complete the survey.

Please note that you do NOT have to complete the survey in one session. As soon as you enter your email address, a registration email will be sent from the survey company (PAN). You can enter and return to the survey, where you left off, by clicking the “start survey” link in the registration email. If you complete the survey in one session, it will take approximately one hour.

The survey contains the following 5 sections:

1. Background Information
2. Equipment Ratings
3. Sources of Information – Frequency Ratings
4. Sources of Information – Importance Ratings
5. Task Ratings

Be sure to complete all sections, reading the instructions for each before beginning. Base all your responses on experience from your current job at your agency.

**Your responses will remain confidential and private.** We ask background questions so we can obtain an accurate profile of policing across Michigan.

Thank you very much for the valuable contribution of your time and effort to this project.

**Important Note:** Please use the “Previous Page” and “Next Page” buttons to move backward and forward within the survey. Do NOT use the arrows at the top of the webpage.

## Background Information

1. Please indicate which **type** of agency you work for.
  - Police Department or DPS (City, Village, Township, Tribal)
  - Sheriff’s Office
  - Specialized Agency (College, University, Airport, Parks)
  - State (Dept. of Natural Resources, Attorney General, State Police)

2. Please select your agency from the dropdown list.
3. What has been your **primary** responsibility for the past 12 months (or, since you started as a patrol officer, if less than 12 months)?
- Patrol
  - Criminal Investigation
  - Traffic Enforcement
  - Community Relations
  - Vice Investigation
  - Narcotics Investigation
  - Other (specify on the next page)
4. How long have you worked as a **licensed** patrol officer in the STATE OF MICHIGAN?
- 0 – 6 months
  - More than 6 months to less than 1 year
  - More than 1 year to less than 2 years
  - More than 2 years to less than 3 years
  - More than 3 years to less than 5 years
  - More than 5 years to less than 10 years
  - More than 10 years
5. How many months have you worked as a **licensed** patrol officer in your CURRENT AGENCY?
- 0 – 6 months
  - More than 6 months to less than 1 year
  - More than 1 year to less than 2 years
  - More than 2 years to less than 3 years
  - More than 3 years to less than 5 years
  - More than 5 years to less than 10 years
  - More than 10 years
5. What percent of the time do you spend working by yourself on patrol?
6. What is your current age? (optional)
- 18—24
  - 25—34
  - 35—44
  - 45—54
  - 55 and older
7. What is your gender? (optional)
- Male
  - Female

8. Which race/ethnicity best describes you? (optional)
- American Indian or Alaskan Native
  - Asian / Pacific Islander
  - Black or African American
  - Hispanic / Latino
  - White / Caucasian
  - Multiple Ethnicities
9. What is your current rank?
- Patrol Officer
  - Trooper
  - Deputy
  - Public Safety Officer
  - Corporal
  - Sergeant
  - Other (Please specify your rank.)
10. What is the highest level of education you have completed at the present time? (optional)
- GED
  - High School degree
  - Some undergraduate
  - Associate degree
  - Undergraduate degree
  - Master's degree
  - Ph.D., J.D., or equivalent
11. How well did your basic training prepare you to perform tasks in the 21<sup>st</sup> century?
- Not applicable
  - Very little
  - Fairly well
  - Quite well
  - Very well
12. What improvements would you suggest to the training program?
13. Do you formally supervise patrol officers as part of your typical job duties?
- Yes
  - No
14. What percent of your time do you spend formally supervising patrol officers?

## Equipment Rating

The following is a list of equipment used by patrol officers. Please indicate whether you have used each type of equipment in the past 12 months (or since you started as a patrol officer if employed less than 12 months), by answering YES or NO to the following questions:

| Equipment  | Yes                   | No                    |
|--|-----------------------|-----------------------|
| 1. All-terrain vehicle   | <input type="radio"/> | <input type="radio"/> |
| 2. Animal control equipment (e.g., noose, gloves, net)                     | <input type="radio"/> | <input type="radio"/> |
| 3. Anti-bacterial wash   | <input type="radio"/> | <input type="radio"/> |
| 4. Armored vehicle (e.g., BearCat, MRAP)                                   | <input type="radio"/> | <input type="radio"/> |
| 5. Audio recording device  | <input type="radio"/> | <input type="radio"/> |
| 6. Automatic External Defibrillator (AED)                                  | <input type="radio"/> | <input type="radio"/> |
| 7. Automobile  | <input type="radio"/> | <input type="radio"/> |
| 8. Axe   | <input type="radio"/> | <input type="radio"/> |
| 9. Ballistic helmet  | <input type="radio"/> | <input type="radio"/> |
| 10. Ballistic shield   | <input type="radio"/> | <input type="radio"/> |
| 11. Baton (e.g., night stick, PR-24, Kubotan)                              | <input type="radio"/> | <input type="radio"/> |
| 12. Battering Ram  | <input type="radio"/> | <input type="radio"/> |
| 13. Battery jumper cables  | <input type="radio"/> | <input type="radio"/> |
| 14. Battery jumper device (self-contained power source)                    | <input type="radio"/> | <input type="radio"/> |
| 15. Bicycle/bicycle helmet   | <input type="radio"/> | <input type="radio"/> |
| 16. Binoculars   | <input type="radio"/> | <input type="radio"/> |
| 17. Biohazard suit   | <input type="radio"/> | <input type="radio"/> |
| 18. Blanket  | <input type="radio"/> | <input type="radio"/> |
| 19. Bloodborne pathogen kit  | <input type="radio"/> | <input type="radio"/> |
| 20. Body armor (e.g., hidden vest, exterior vest)                          | <input type="radio"/> | <input type="radio"/> |
| 21. Business directory   | <input type="radio"/> | <input type="radio"/> |
| 22. Canine   | <input type="radio"/> | <input type="radio"/> |
| 23. Car door lock opening device   | <input type="radio"/> | <input type="radio"/> |
| 24. Cellular phone   | <input type="radio"/> | <input type="radio"/> |
| 25. Chemical agent spray (e.g., pepper, mace, tear gas)                    | <input type="radio"/> | <input type="radio"/> |
| 26. Chemical agent grenade (e.g., tear gas)                                | <input type="radio"/> | <input type="radio"/> |
| 27. Chemical agent gas gun   | <input type="radio"/> | <input type="radio"/> |
| 28. Computer—desktop   | <input type="radio"/> | <input type="radio"/> |
| 29. Computer—laptop  | <input type="radio"/> | <input type="radio"/> |
| 30. Computer—personal tablet   | <input type="radio"/> | <input type="radio"/> |
| 31. Computerized crash investigation equipment (e.g., FARO, total station) | <input type="radio"/> | <input type="radio"/> |
| 32. Crisscross directory (e.g., Bressers, Lexis-Nexis)                     | <input type="radio"/> | <input type="radio"/> |
| 33. Decibel reader   | <input type="radio"/> | <input type="radio"/> |
| 34. Dictating machine  | <input type="radio"/> | <input type="radio"/> |
| 35. Digital body camera  | <input type="radio"/> | <input type="radio"/> |
| 36. Drones   | <input type="radio"/> | <input type="radio"/> |
| 37. Drug and narcotic identification field kit                             | <input type="radio"/> | <input type="radio"/> |
| 38. Equipment bag (gear bag)   | <input type="radio"/> | <input type="radio"/> |
| 39. Equipment for water rescue (e.g., rope, rescue disc, throw bag)        | <input type="radio"/> | <input type="radio"/> |
| 40. Evidence Processing kit (fingerprinting, casting, CSI kit)             | <input type="radio"/> | <input type="radio"/> |



|   |   |   |
|---|---|---|
| 41. Evidential breath alcohol test instrument (e.g., DataMaster)                        | 0 | 0 |
| 42. Fingerprint Live-Scan machine   | 0 | 0 |
| 43. Fire extinguisher   | 0 | 0 |
| 44. First aid kit   | 0 | 0 |
| 45. Flares  | 0 | 0 |
| 46. Flashlight  | 0 | 0 |
| 47. Flex-cuffs (zip cuffs)  | 0 | 0 |
| 48. Four wheel drive vehicle  | 0 | 0 |
| 49. Gas mask  | 0 | 0 |
| 50. Gloves (e.g., latex, rubber, leather)   | 0 | 0 |
| 51. GPS   | 0 | 0 |
| 52. Handcuffs   | 0 | 0 |
| 53. Hand-held police radio  | 0 | 0 |
| 54. Illuminated traffic baton   | 0 | 0 |
| 55. In-car camera/video/Dash Cam  | 0 | 0 |
| 56. Leg restraints  | 0 | 0 |
| 57. Less lethal weapon (e.g., Taser, bean bag, flashbang, stingball, pepper ball, etc.) | 0 | 0 |
| 58. Manual control for traffic signal   | 0 | 0 |
| 59. Metal detector  | 0 | 0 |
| 60. Mobile command post vehicle   | 0 | 0 |
| 61. Mobile fingerprint machine  | 0 | 0 |
| 62. Multi-gas meter   | 0 | 0 |
| 63. Naloxone (Narcan)   | 0 | 0 |
| 64. Officer tracking GPS  | 0 | 0 |
| 65. Overhead lights/siren   | 0 | 0 |
| 66. Oxygen tanks  | 0 | 0 |
| 67. Patrol Rifle  | 0 | 0 |
| 68. Photographic equipment  | 0 | 0 |
| 69. Pneumatic tool for extracting trapped person (e.g., Jaws of Life, Porta Power)      | 0 | 0 |
| 70. Pocket knife  | 0 | 0 |
| 71. Police barrier tape   | 0 | 0 |
| 72. Police car radio  | 0 | 0 |
| 73. Police microphone on officer  | 0 | 0 |
| 74. Portable printer (e.g., ticket, LEIN)   | 0 | 0 |
| 75. Preliminary breath test instrument (PBT)  | 0 | 0 |
| 76. Pry bar   | 0 | 0 |
| 77. Public address system   | 0 | 0 |
| 78. Pylons/cones/traffic barricades   | 0 | 0 |
| 79. Revolver  | 0 | 0 |
| 80. Rope/cord   | 0 | 0 |
| 81. Self-contained air pack (SCBA)  | 0 | 0 |
| 82. Semi-automatic magazines (extra)  | 0 | 0 |
| 83. Semi-automatic pistol   | 0 | 0 |
| 84. Sharps container  | 0 | 0 |
| 85. Shotgun   | 0 | 0 |
| 86. Smartphone  | 0 | 0 |
| 87. Speed detection device (RADAR, LIDAR, Laser)  | 0 | 0 |

|  |                       |                       |
|--|-----------------------|-----------------------|
| 88. Spot light   | <input type="radio"/> | <input type="radio"/> |
| 89. Stop sticks  | <input type="radio"/> | <input type="radio"/> |
| 90. Surgical mask (pocket mask)  | <input type="radio"/> | <input type="radio"/> |
| 91. Tactical ballistic vest/AVI/heavy vest (e.g., load-bearing equipment)    | <input type="radio"/> | <input type="radio"/> |
| 92. Tape ruler   | <input type="radio"/> | <input type="radio"/> |
| 93. Tool kit   | <input type="radio"/> | <input type="radio"/> |
| 94. Tourniquet   | <input type="radio"/> | <input type="radio"/> |
| 95. Traffic vest (illuminated/reflective)                                    | <input type="radio"/> | <input type="radio"/> |
| 96. Vehicle locating/tracking technology                                     | <input type="radio"/> | <input type="radio"/> |
| 97. Vision-enhancing technology (e.g., night-vision goggles, hand-held FLIR) | <input type="radio"/> | <input type="radio"/> |
| 98. Weapon mounted lights  | <input type="radio"/> | <input type="radio"/> |
| 99. Window punch   | <input type="radio"/> | <input type="radio"/> |

## Sources of Information – General Overview

You will be rating sources of information that assist patrol officers in performing their job. You will be providing two separate ratings for each information source. First, you will be asked to rate how FREQUENTLY you use each source of information, using a rating scale provided in that section. Then, in the next section, you will be asked to rate how IMPORTANT the source of information is in helping you perform your job. Note that the rating scale for importance is different than the one used to rate frequency – the specific scales, along with directions for use, are provided in each section.

### Sources of Information – Frequency Ratings

#### Frequency Scale

**How Frequently do you use this source of information?**

- 1 = I do not refer to this source of information
- 2 = I refer to this source a few times per year (or less)
- 3 = I refer to this source a few times per month
- 4 = I refer to this source a few times per week
- 5 = I refer to this source daily

| Source of Information   | 1                     | 2                     | 3                     | 4                     | 5                     |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 1. Alerts (e.g., Amber alerts)  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. Agency directives (e.g., policies, procedures, rules, regulations) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. ATF eTrace   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. Attorney General Opinions  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. Briefing sheets  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 6. Cell phone apps  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 7. Computer bulletin boards   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 8. Court decisions  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 9. Criminal Law and Procedure Texts                                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

|   |                       |                       |                       |                       |                       |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 10. Distance learning webinars (e-learning)   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 11. Federal statutes  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12. Field guides (e.g., NATB book, Physicians Desk Reference, etc.)                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 13. First aid manual  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 14. Fish and game statutes  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 15. Hazardous Materials Manual  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 16. Homeland Security resources   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 17. Interoffice memos   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 18. Jury instructions   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 19. Legal transcripts (written record of legal proceedings)                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 20. Legislative updates   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 21. LEIN/NCIC printouts   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 22. Local ordinances  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 23. Maps (State, County, City)  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 24. Michigan Automated Prescription System  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 25. Michigan Compiled Laws/Michigan Statutes Annotated                                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 26. Michigan Liquor Control Act   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 27. Michigan Vehicle Code   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 28. Pawn shop property tracking software (e.g., LEADS, BWI)                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 29. Police incident reports/databases   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 30. Professional law enforcement publications (e.g., FBI Bulletin, Law and Order, etc.) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 31. Prosecutor bulletins  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 32. Social Media  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 33. State police intelligence reports   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 34. Telephone book  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 35. Training bulletins  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 36. UD-10 Manual  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 37. Wanted bulletins  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 38. Web-based databases (e.g., Lexis/Nexis, Westlaw, TLO, judiciary homepages, etc.)    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

## Sources of Information – Importance Ratings

### Importance Scale

- 1 = Minimally important
- 2 = Not very important
- 3 = Important
- 4 = Very Important
- 5 = Extremely important

| Source of Information   | 1                     | 2                     | 3                     | 4                     | 5                     |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 1. Alerts (e.g., Amber alerts)  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. Agency directives (e.g., policies, procedures, rules, regulations)                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. ATF eTrace   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. Attorney General Opinions  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. Briefing sheets  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 6. Cell phone apps  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 7. Computer bulletin boards   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 8. Court decisions  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 9. Criminal Law and Procedure Texts   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 10. Distance learning webinars (e-learning)   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 11. Federal statutes  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12. Field guides (e.g., NATB book, Physicians Desk Reference, etc.)                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 13. First aid manual  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 14. Fish and game statutes  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 15. Hazardous Materials Manual  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 16. Homeland Security resources   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 17. Interoffice memos   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 18. Jury instructions   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 19. Legal transcripts (written record of legal proceedings)                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 20. Legislative updates   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 21. LEIN/NCIC printouts   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 22. Local ordinances  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 23. Maps (State, County, City)  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 24. Michigan Automated Prescription System  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 25. Michigan Compiled Laws/Michigan Statutes Annotated                                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 26. Michigan Liquor Control Act   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 27. Michigan Vehicle Code   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 28. Pawn shop property tracking software (e.g., LEADS, BWI)                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 29. Police incident reports/databases   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 30. Professional law enforcement publications (e.g., FBI Bulletin, Law and Order, etc.) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 31. Prosecutor bulletins  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

|  |                       |                       |                       |                       |                       |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 32. Social Media   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 33. State police intelligence reports  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 34. Telephone book   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 35. Training bulletins   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 36. UD-10 Manual   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 37. Wanted bulletins   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 38. Web-based databases (e.g., Lexis/Nexis, Westlaw, TLO, judiciary homepages, etc.) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

## Tasks

### Task Rating Information

This section focuses on tasks that are performed by patrol officers. We know that patrol officers perform a wide range of tasks, and you are being asked to rate how frequently you perform the listed tasks using a scale of 1-5. The tasks have been organized into major categories to help you along.

It may seem as if certain tasks are missing from the list, and that is true. As part of this JTA project, we identified certain Core Tasks that have been part of a patrol officer's job since our first JTA in 1979 (e.g., arrests, constitutional rights, etc.). A group of experts reviewed the list and confirmed the tasks remain common to policing over the years. We are NOT asking you to rate the common Core Tasks once again in 2018.

We have provided a list of these Core Tasks for your review. You are not required to look at this list of Core Tasks before making your ratings, the list is simply there if you would like to take a look at them.

If you wish, you can review the Core Tasks now by clicking *here*. To return to this survey, x-out of the list and then click CLOSE upon returning. The Core Task list will also be available for review after you have completed your ratings.

### Task Rating Instructions

The following sections contain tasks that are performed by patrol officers. The tasks are organized according to major job duties. (Criminal Investigation, Traffic – Vehicle Stops). The major job duty is listed in red, at the top, left-hand side of each page, under the survey heading. Please rate how FREQUENTLY you have performed each of the tasks in the past 12 months, or since your employment as a patrol officer, if less than 12 months. Use the 5-point scale below to rate the frequency of task performance.

**How often have you performed this task during the past 12 months (or less, if not employed for 12 months as a patrol officers)?**

- 1 = Have not done this in the past 12 months
- 2 = A few times per year (or less)
- 3 = A few times per month
- 4 = A few times per week
- 5 = Daily

| <b>CRIMINAL INVESTIGATION</b>  | <b>1</b>              | <b>2</b>              | <b>3</b>              | <b>4</b>              | <b>5</b>              |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 1. Answer inquiries regarding the progress of a case   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. Inform victims of their rights, verbally or in writing  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. Investigate crimes against persons (assault, robbery, physical abuse, CSC, etc.)                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. Investigate crimes against property (MDOP, burglary, damage/theft of railroad car, fraud, etc.) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. Investigate public order crimes (littering, disorderly, riots, etc.)                            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 6. Investigate regulatory crimes (weapons, controlled substances, etc.)                            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 7. Conduct a photographic line-up  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 8. Conduct a corporeal line-up   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 9. Review crime lab reports to guide investigation   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 10. Search dead bodies for personal property   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 11. Search fire debris for evidence relating to the cause of the fire                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12. Attend autopsies for evidentiary purposes  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 13. Interact with a person with a mental disorder or developmental disability                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 14. Investigate cyberbullying  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 15. Investigate human trafficking  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 16. Investigate identity theft   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <b>CRIMINAL PROCEDURE</b>  | <b>1</b>              | <b>2</b>              | <b>3</b>              | <b>4</b>              | <b>5</b>              |
| 17. Serve personal protection orders (PPO)   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 18. Serve foreign protection orders (FPO)  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 19. Arrest or cite persons for violations of environmental laws or regulations                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 20. Collect interim bond   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 21. Interrogate suspect or witness in conjunction with polygraph results                           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 22. Interview suspects   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 23. Complete the return and tabulation of search warrants following service                        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 24. Document confessions using audio and/or video  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 25. Verify arrest warrants before service  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 26. Search automobile based on probable cause  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 27. Search premises or property without a warrant  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 28. Search persons without a warrant   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 29. Detain a person based on reasonable suspicion  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

|  |                       |                       |                       |                       |                       |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 30. Stop a moving vehicle based on reasonable suspicion  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <b>CRIME SCENE PROCESSING</b>  | <b>1</b>              | <b>2</b>              | <b>3</b>              | <b>4</b>              | <b>5</b>              |
| 31. Cast impressions at crime scene (e.g., plaster cast, silicone, etc.)   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 32. Collect evidence and personal property from crime scenes   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 33. Conduct inventory of seized property (e.g., vehicles)  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 34. Protect crime scene (limit access)   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 35. Maintain crime scene log   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 36. Dust, photograph, and lift latent fingerprints   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 37. Estimate property values of stolen or recovered goods  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 38. Impound vehicles   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 39. Release confiscated property   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 40. Protect digital or electronic evidence at crime scene  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <b>PATROL PROCEDURES – INTERPERSONAL RELATIONS</b>   | <b>1</b>              | <b>2</b>              | <b>3</b>              | <b>4</b>              | <b>5</b>              |
| 41. Assist elderly or disabled individuals with personal mobility problems or mobility impairment (e.g., blind, wheelchair bound)              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 42. Participate in crime prevention programs (e.g., Neighborhood Watch, community meetings, etc.)  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 43. Give a talk in front of a group of citizens regarding crime prevention   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 44. Give directions to citizens (e.g., street locations)   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 45. Communicate with a subject who does not speak English, is difficult to communicate with (e.g., has a dialect or an accent), or is autistic | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 46. Interact with a subject who has a communication impairment because of a physical handicap (e.g., is deaf, has a speech impediment)         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 47. Mediate civil disputes (e.g. landlord-tenant, repossession dispute)  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 48. Listen to citizen complaints regarding tickets or other minor offenses   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 49. Provide recommendations to business owners regarding security  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 50. Refer persons to agencies that provide social services   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 51. Refer citizen encounters to Community Mental Health (CMH)  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

| <b>PATROL PROCEDURES – JUVENILES</b>   | <b>1</b>              | <b>2</b>              | <b>3</b>              | <b>4</b>              | <b>5</b>              |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 52. Conduct follow-up procedures with juvenile offenders (release to parents, petition court, etc.)                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 53. Conduct parent-juvenile conferences (to advise, notify, inform, counsel)   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 54. Counsel juveniles (on issues other than criminal matters)  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 55. Pick up children as directed by court order (e.g., divorce proceedings)  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 56. Provide information to Child Protective Services (CPS)   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 57. Determine if an offense is a criminal or a status offense  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 58. Interview juveniles to obtain statements (initial basic reporting)   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <b>PATROL PROCEDURES – PATROL OPERATIONS</b>   | <b>1</b>              | <b>2</b>              | <b>3</b>              | <b>4</b>              | <b>5</b>              |
| 59. Check persons for wants/warrants using LEIN through dispatch   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 60. Check stolen status on property through LEIN through dispatch  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 61. Conduct preventative and minor maintenance of an emergency vehicle (e.g., headlight, tire pressure)                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 62. Operate LEIN terminal to check persons, property, court orders, and to confirm warrants                                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 63. Participate in meetings with other officers (e.g., briefings, departmental staff meetings)                                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 64. Prepare clothing and personal equipment to satisfy inspection requirements   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 65. Provide back-up assistance   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 66. Receive patrol assignments   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 67. Assist canine (K-9) units  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 68. Use crime frequencies, or crime statistics, to determine patrol patterns   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <b>PATROL PROCEDURES – PATROL TECHNIQUES</b>   | <b>1</b>              | <b>2</b>              | <b>3</b>              | <b>4</b>              | <b>5</b>              |
| 69. Advise vehicle owners to remove abandoned vehicles   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 70. Check homes of persons on vacation   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 71. Check individuals/businesses for compliance with licensing requirements (e.g., hunting, liquor, dance permit, vendors, etc.) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 72. Escort money, valuables or people to provide security  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



|  |                       |                       |                       |                       |                       |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 73. Escort processions (e.g., parades, oversized trucks, funerals)                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 74. Obtain field contact information   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 75. Observe and identify colors of automobiles, suspects' clothing, paint chips, etc.    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 76. Inspect for and remove obstructions on roadway or railroad                           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 77. Investigate complaints of illegal aliens   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 78. Move disabled vehicles with patrol car   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 79. Observe persons for hunting violations   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 80. Operate fire extinguisher (e.g., to fight vehicle fires)                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 81. Patrol freeways  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 82. Patrol on bicycle  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 83. Patrol on foot   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 84. Patrol on motorcycle   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 85. Patrol on horse  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 86. Patrol on watercraft   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <b>PATROL PROCEDURES – REPORT WRITING</b>  | <b>1</b>              | <b>2</b>              | <b>3</b>              | <b>4</b>              | <b>5</b>              |
| 87. Dictate reports into recording devices   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 88. Attach witness statements to reports   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 89. Attach photos and videos to reports  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 90. Prepare list (hot sheet) of wanted persons for department use                        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 91. Prepare search warrants (e.g., blood, mobile devices)                                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 92. Prepare prosecution forms  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 93. Use computer to prepare reports  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 94. Take detailed field notes so reports can be completed                                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 95. Write detailed incident reports  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 96. Spell words correctly in written communication                                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 97. Write reports clearly and concisely to convey intended ideas in brief fashion        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 98. Write reports using correct grammar so documents are understandable and professional | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <b>DETENTION AND PROSECUTION – CASE PROSECUTION</b>                                      | <b>1</b>              | <b>2</b>              | <b>3</b>              | <b>4</b>              | <b>5</b>              |
| 99. Bring evidence into court  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 100. Testify in civil cases  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 101. Testify in Driver's License Appeals Division (DLAD) hearing                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 102. Testify in Secretary of State implied consent hearings                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 103. Testify in liquor board hearings  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 104. Testify in parole or probation hearings   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

| <b>DETENTION AND PROSECUTION – CIVIL PROCESS</b>   | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> |
|--|----------|----------|----------|----------|----------|
| 105. Prepare mental health orders/petitions (e.g., persons requiring treatment (PRT) committal papers) | ○        | ○        | ○        | ○        | ○        |
| 106. Serve and prepare civil process papers  | ○        | ○        | ○        | ○        | ○        |
| 107. Serve probate orders (e.g., mental health, juvenile, adult offender)                              | ○        | ○        | ○        | ○        | ○        |
| <b>DETENTION AND PROSECUTION – RECEIVING AND BOOKING PROCESS</b>                                       | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> |
| 108. Provide prisoner with information about contacting a bondsman                                     | ○        | ○        | ○        | ○        | ○        |
| 109. Assist prisoner in contacting an attorney   | ○        | ○        | ○        | ○        | ○        |
| 110. Answer inquiries concerning prisoners   | ○        | ○        | ○        | ○        | ○        |
| 111. Assess medical condition of prisoners   | ○        | ○        | ○        | ○        | ○        |
| 112. Check identity of prisoners leaving facility  | ○        | ○        | ○        | ○        | ○        |
| 113. Check individual making bond for wants or warrants  | ○        | ○        | ○        | ○        | ○        |
| 114. Check legal status of a prisoner's case (e.g., check with court or prosecutor's office)           | ○        | ○        | ○        | ○        | ○        |
| 115. Collect arrestees' DNA (e.g., swabs)  | ○        | ○        | ○        | ○        | ○        |
| 116. Verify identity of prisoners  | ○        | ○        | ○        | ○        | ○        |
| 117. Complete documents for transfer of prisoner to county jail  | ○        | ○        | ○        | ○        | ○        |
| 118. Confer with physicians regarding prisoner's medical condition                                     | ○        | ○        | ○        | ○        | ○        |
| 119. Escort prisoners to medical appointments and/or for medical clearance                             | ○        | ○        | ○        | ○        | ○        |
| 120. Inspect identification of visitors  | ○        | ○        | ○        | ○        | ○        |
| 121. Photograph prisoners  | ○        | ○        | ○        | ○        | ○        |
| 122. Process prisoners for release   | ○        | ○        | ○        | ○        | ○        |
| 123. Document injuries to prisoners  | ○        | ○        | ○        | ○        | ○        |
| 124. Strip search prisoner   | ○        | ○        | ○        | ○        | ○        |
| 125. Facilitate cavity search of prisoner  | ○        | ○        | ○        | ○        | ○        |
| 126. Review arrest documents before accepting prisoner   | ○        | ○        | ○        | ○        | ○        |
| 127. Talk with families of adult suspects or defendants (advise, inform, notify, counsel)              | ○        | ○        | ○        | ○        | ○        |
| <b>POLICE SKILLS – EMERGENCY VEHICLE OPERATION</b>   | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> |
| 128. Operate a patrol vehicle in an emergency response manner  | ○        | ○        | ○        | ○        | ○        |
| 129. Operate a patrol vehicle in a motor vehicle pursuit   | ○        | ○        | ○        | ○        | ○        |
| 130. Operate a patrol vehicle in a non-emergency (routine patrol) manner                               | ○        | ○        | ○        | ○        | ○        |

| <b>POLICE SKILLS – FIRST AID</b>   | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> |
|--|----------|----------|----------|----------|----------|
| 131. Conduct an initial patient survey (check for ABCs)  | ○        | ○        | ○        | ○        | ○        |
| 132. Administer/deploy Automatic External Defibrillator (AED)  | ○        | ○        | ○        | ○        | ○        |
| 133. Apply first aid to treat for abrasions  | ○        | ○        | ○        | ○        | ○        |
| 134. Apply first aid to treat for animal bites   | ○        | ○        | ○        | ○        | ○        |
| 135. Apply first aid to treat for broken bones   | ○        | ○        | ○        | ○        | ○        |
| 136. Apply first aid to treat for burns  | ○        | ○        | ○        | ○        | ○        |
| 137. Apply first aid to treat for chemical burns   | ○        | ○        | ○        | ○        | ○        |
| 138. Apply first aid to treat for convulsions  | ○        | ○        | ○        | ○        | ○        |
| 139. Apply first aid to treat for diabetic reaction  | ○        | ○        | ○        | ○        | ○        |
| 140. Apply first aid to treat for electric shock   | ○        | ○        | ○        | ○        | ○        |
| 141. Apply first aid to treat for eye injuries   | ○        | ○        | ○        | ○        | ○        |
| 142. Apply first aid to treat for frostbite  | ○        | ○        | ○        | ○        | ○        |
| 143. Apply first aid to treat for heat exhaustion  | ○        | ○        | ○        | ○        | ○        |
| 144. Apply first aid to treat for heat stroke  | ○        | ○        | ○        | ○        | ○        |
| 145. Apply first aid to treat for puncture wound   | ○        | ○        | ○        | ○        | ○        |
| 146. Apply first aid to treat for seizure  | ○        | ○        | ○        | ○        | ○        |
| 147. Apply first aid to treat for shock  | ○        | ○        | ○        | ○        | ○        |
| 148. Apply first aid to treat for sprains and strains  | ○        | ○        | ○        | ○        | ○        |
| 149. Apply first aid to treat for stab wounds  | ○        | ○        | ○        | ○        | ○        |
| 150. Apply first aid to treat for stroke   | ○        | ○        | ○        | ○        | ○        |
| 151. Assist with child birth   | ○        | ○        | ○        | ○        | ○        |
| 152. Extricate trapped persons   | ○        | ○        | ○        | ○        | ○        |
| <b>POLICE SKILLS – FIREARMS</b>  | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> |
| 153. Discharge firearms to euthanize animals   | ○        | ○        | ○        | ○        | ○        |
| 154. Discharge firearm in reduced light levels   | ○        | ○        | ○        | ○        | ○        |
| 155. React appropriately to threat to life or great bodily harm  | ○        | ○        | ○        | ○        | ○        |
| 156. Reload firearm under combat conditions  | ○        | ○        | ○        | ○        | ○        |
| 157. Clear firearm malfunctions  | ○        | ○        | ○        | ○        | ○        |
| 158. Secure weapon other than own  | ○        | ○        | ○        | ○        | ○        |
| 159. Participate in debriefing after duty-related firearm discharge  | ○        | ○        | ○        | ○        | ○        |
| 160. Respond to an ongoing act of violence (e.g., school shooting)   | ○        | ○        | ○        | ○        | ○        |
| <b>POLICE SKILLS – POLICE PHYSICAL SKILLS</b>  | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> |
| 161. Arrest using lethal force other than the discharge of a firearm (i.e., using other means if separated from your weapon) | ○        | ○        | ○        | ○        | ○        |
| 162. Subdue persons resisting arrest using less than lethal devices (e.g., baton, PR-24, Asp, Taser, bean-bag round, etc.)   | ○        | ○        | ○        | ○        | ○        |
| 163. Subdue persons resisting arrest without the use of weapons/devices (e.g., physical force, control techniques, etc.)     | ○        | ○        | ○        | ○        | ○        |
| 164. Defend self from an attack  | ○        | ○        | ○        | ○        | ○        |

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|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 165. Retain firearm from suspect attempting to disarm officer   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <b>TRAFFIC – MOTOR VEHICLE TRAFFIC CRASH INVESTIGATION</b>  | <b>1</b>              | <b>2</b>              | <b>3</b>              | <b>4</b>              | <b>5</b>              |
| 166. Inform driver of towed vehicle's location  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 167. Facilitate the exchange of information between persons involved in a traffic crash                                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 168. Interview mechanic for relevant traffic crash information (e.g., condition of vehicle parts)                           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 169. Investigate damage to roadway  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 170. Locate and interview witnesses to traffic crash  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 171. Match color of known origin to suspect sample (e.g., paint chip found at scene of accident matched to suspect vehicle) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 172. Measure skid marks for calculation of approximate vehicle speed  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 173. Notify citizens of damage to their property  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 174. Request citizens to assist with traffic control in an emergency  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 175. Review crashes with traffic crash investigators  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 176. Take coordinate measures of traffic crash scenes (e.g., triangulation)   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 177. Test operating condition of crash vehicle equipment (e.g. brake light, tread wear)                                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <b>TRAFFIC – TRAFFIC CONTROL AND ENFORCEMENT</b>  | <b>1</b>              | <b>2</b>              | <b>3</b>              | <b>4</b>              | <b>5</b>              |
| 178. Calibrate preliminary breath test (PBT)  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 179. Advise appropriate agency of traffic engineering needs   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 180. Arrest or cite persons for unlawful use of recreational vehicles or watercraft   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 181. Determine speed of vehicles using speed measurement devices (e.g., Laser, Lidar, Radar, etc.)                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 182. Complete operators license re-examination form   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 183. Inspect commercial vehicles for code compliance  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 184. Inspect off road vehicles  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 185. Inspect private vehicle for conformance with vehicle code  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 186. Inspect watercraft for conformance with marine safety requirements   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 187. Issue citations (e.g., parking, traffic, to pedestrians, to bicycle riders)  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 188. Plan traffic detours   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 189. Verify compliance on withdrawal citations (e.g., no proof of registration, no proof of insurance, no operators license) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 190. Verify possession of an authentic auto insurance certificate  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <b>TRAFFIC – VEHICLE STOPS</b>   | <b>1</b>              | <b>2</b>              | <b>3</b>              | <b>4</b>              | <b>5</b>              |
| 191. Identify or document train identification number (lead engine number)   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 192. Stop off road vehicles (e.g., snowmobiles, ATV/UTV)   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 193. Stop vehicles to conduct routine (unknown risk) vehicle stop  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 194. Conduct high risk vehicle stop  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 195. Verify vehicle information  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 196. Determine the best location for a traffic stop  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <b>SPECIAL OPERATIONS – CIVIL DISORDERS</b>  | <b>1</b>              | <b>2</b>              | <b>3</b>              | <b>4</b>              | <b>5</b>              |
| 197. Communicate with management and labor over strike disturbances  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 198. Confront groups of agitated people in a riot formation  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 199. Escort vehicles or persons through picket lines or demonstrations   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 200. Explain demonstration permit to demonstrators   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 201. Guard strategic locations during civil disorders and strikes  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 202. Patrol riot stricken or civil disturbance areas   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 203. Watch for illegal activity at labor disputes, demonstrations, etc.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 204. Engage in small squad tactics at riot or crowd disturbance  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <b>SPECIAL OPERATIONS – EMERGENCY PREPAREDNESS/DISASTER CONTROL</b>  | <b>1</b>              | <b>2</b>              | <b>3</b>              | <b>4</b>              | <b>5</b>              |
| 205. Fight structural fires  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 206. Identify contents of railroad car or semi-truck for hazardous cargo   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 207. Perform weather watch service   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 208. Investigate hazardous materials incidents   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 209. Investigate weapons of mass destruction (WMD) threats or incidents  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 210. Implement incident command system   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 211. Investigate environmental crimes  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 212. Secure scene of a bomb threat   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <b>SPECIAL OPERATIONS – TACTICAL OPERATIONS</b>  | <b>1</b>              | <b>2</b>              | <b>3</b>              | <b>4</b>              | <b>5</b>              |
| 213. Participate in the execution of a search warrant  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 214. Perform special/undercover assignment (e.g., vice, prostitution, narcotics)   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

|  |                       |                       |                       |                       |                       |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 215. Search the perimeter of an emergency incident or tactical operation                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 216. Check security access points (airport gates, VIP locations, buildings)                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <b>GENERAL ADMINISTRATION</b>  | <b>1</b>              | <b>2</b>              | <b>3</b>              | <b>4</b>              | <b>5</b>              |
| 217. Act as department court officer   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 218. Attend informal in-service training (e.g., roll call, called in from patrol)                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 219. Confer with parole/probation officer  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 220. Enter data on cards for filing  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 221. Evaluate officers in on-the-job training (FTO)  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 222. Exchange necessary information with other law enforcement officials                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 223. Explain department's recruiting policies  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 224. Fingerprint persons for non-criminal reasons (e.g. professional licensing)                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 225. Instruct on-the-job training  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 226. Investigate and report on police applicant's background   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 227. Issue bicycle licenses/registrations  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 228. Issue road-kill possession permits  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 229. Locate documents and information in records system  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 230. Notify public agencies or utilities of damage to their equipment                                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 231. Participate in required physical exercise program   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 232. Provide information to persons participating in ride-along program                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 233. Summarize total shift activities in department system (e.g., logbook, online automated system)  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 234. Test and evaluate police equipment  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 235. Update spot/pin maps  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 236. Utilize department records to assist in an investigation  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 237. Write interoffice memos   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 238. Write letters on behalf of the department   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 239. Write performance evaluation reports on other officers (e.g. FTO ratings)                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 240. Write policy material for department manuals  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <b>PHYSICAL ABILITY</b>  | <b>1</b>              | <b>2</b>              | <b>3</b>              | <b>4</b>              | <b>5</b>              |
| 241. Perform water rescue  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 242. Stand continuously for more than one-half of the work shift (e.g., guard duty or point control) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

|   |                       |                       |                       |                       |                       |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 243. Wade through marshes, swamp land or waterways                                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 244. Walk continuously for more than one-half of the work shift (e.g., foot patrol) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

## Core Tasks

As mentioned earlier, Core Tasks were identified by experts within MCOLES, and were not included in the tasks to be rated. If you have not already done so, and would like to review this list of Core Tasks before finalizing your survey, please click *here*.

If you wish to finalize this survey without reviewing the Core Tasks, click on the 'Next Page' Button.

Thank you for your participation. Please click "Finish" to complete the survey.

# **APPENDIX C**

## **Core Tasks**



| <b>CORE TASKS</b>   | <b>Frequency</b> | <b>Criticality</b> | <b>Composite</b> |
|---|------------------|--------------------|------------------|
| <b>CRIMINAL INVESTIGATION</b>   |                  |                    |                  |
| 1. Answer inquiries regarding the progress of a case  | 2.56             | 2.49               | 2.51             |
| 2. Inform victims of their rights, verbally or in writing   | 3.09             | 2.96               | 3.00             |
| 3. Investigate crimes against persons (assault, robbery, physical abuse, CSC, etc.)   | 3.76             | 3.78               | 3.77             |
| 4. Investigate crimes against property (MDOP, burglary, damage/theft of railroad car, fraud, etc.)                                | 3.63             | 3.19               | 3.34             |
| 5. Investigate public order crimes (littering, disorderly, riots, etc.)   | 3.42             | 2.84               | 3.03             |
| 6. Investigate regulatory crimes (weapons, controlled substances, etc.)   | 3.64             | 3.63               | 3.63             |
| 8. Conduct a corporeal line-up  | 1.32             | 3.08               | 2.50             |
| 13. Interact with a person with a mental disorder or developmental disability   | 3.68             | 3.45               | 3.52             |
| 15. Investigate human trafficking   | 1.45             | 3.45               | 2.79             |
| <b>CRIMINAL PROCEDURE</b>   |                  |                    |                  |
| 17. Serve personal protection orders (PPO)  | 1.66             | 2.97               | 2.54             |
| 22. Interview suspects  | 2.22             | 3.27               | 2.92             |
| 23. Complete the return and tabulation of search warrants following service   | 1.42             | 3.11               | 2.55             |
| 24. Document confessions using audio and/or video   | 1.49             | 3.29               | 2.69             |
| 25. Verify arrest warrants before service   | 2.25             | 3.53               | 3.11             |
| 26. Search automobile based on probable cause   | 3.27             | 3.33               | 3.31             |
| 27. Search premises or property without a warrant   | 2.12             | 3.51               | 3.05             |
| 28. Search persons without a warrant  | 2.69             | 3.47               | 3.21             |
| 29. Detain a person based on reasonable suspicion   | 3.00             | 3.14               | 3.10             |
| 30. Stop a moving vehicle based on reasonable suspicion   | 2.93             | 3.00               | 2.98             |
| <b>CRIME SCENE PROCESSING</b>   |                  |                    |                  |
| 32. Collect evidence and personal property from crime scenes  | 2.26             | 3.25               | 2.92             |
| 33. Conduct inventory of seized property (e.g., vehicles)   | 2.52             | 3.16               | 2.95             |
| 34. Protect crime scene (limit access)  | 3.06             | 3.55               | 3.39             |
| 35. Maintain crime scene log  | 1.61             | 3.13               | 2.62             |
| 38. Impound vehicles  | 3.50             | 2.71               | 2.97             |
| 40. Protect digital or electronic evidence at crime scene   | 1.71             | 3.14               | 2.67             |
| <b>PATROL PROCEDURES – INTERPERSONAL RELATIONS</b>  |                  |                    |                  |
| 41. Assist elderly or disabled individuals with personal mobility problems or mobility impairment (e.g., blind, wheelchair bound) | 2.44             | 2.57               | 2.53             |
| 44. Give directions to citizens (e.g., street locations)  | 3.35             | 2.17               | 2.56             |
| 47. Mediate civil disputes (e.g. landlord-tenant, repossession dispute)   | 2.97             | 2.55               | 2.69             |
| 48. Listen to citizen complaints regarding tickets or other minor offenses  | 2.89             | 2.32               | 2.51             |

| <b>CORE TASKS</b>   | <b>Frequency</b> | <b>Criticality</b> | <b>Composite</b> |
|---|------------------|--------------------|------------------|
| <b>PATROL PROCEDURES – JUVENILES</b>  |                  |                    |                  |
| 56. Provide information to Child Protective Services (CPS)  | 2.06             | 3.20               | 2.82             |
| 57. Determine if an offense is a criminal or a status offense   | 2.67             | 3.06               | 2.93             |
| <b>PATROL PROCEDURES – PATROL OPERATIONS</b>  |                  |                    |                  |
| 59. Check persons for wants/warrants using LEIN through dispatch  | 3.28             | 3.22               | 3.24             |
| 60. Check stolen status on property through LEIN through dispatch                                       | 2.85             | 2.88               | 2.87             |
| 61. Conduct preventative and minor maintenance of an emergency vehicle (e.g., headlight, tire pressure) | 3.07             | 3.03               | 3.04             |
| 62. Operate LEIN terminal to check persons, property, court orders, and to confirm warrants             | 3.89             | 3.19               | 3.42             |
| 63. Participate in meetings with other officers (e.g., briefings, departmental staff meetings)          | 3.10             | 2.68               | 2.82             |
| 64. Prepare clothing and personal equipment to satisfy inspection requirements                          | 3.55             | 2.68               | 2.96             |
| 65. Provide back-up assistance  | 4.20             | 3.90               | 4.00             |
| 66. Receive patrol assignments  | 4.06             | 2.75               | 3.18             |
| 67. Assist canine (K-9) units   | 2.16             | 2.92               | 2.67             |
| 68. Use crime frequencies, or crime statistics, to determine patrol patterns                            | 2.82             | 2.73               | 2.76             |
| <b>PATROL PROCEDURES – PATROL TECHNIQUES</b>  |                  |                    |                  |
| 74. Obtain field contact information  | 3.51             | 2.66               | 2.94             |
| 75. Observe and identify colors of automobiles, suspects' clothing, paint chips, etc.                   | 3.25             | 3.03               | 3.10             |
| 76. Inspect for and remove obstructions on roadway or railroad  | 2.10             | 2.84               | 2.59             |
| <b>PATROL PROCEDURES – REPORT WRITING</b>   |                  |                    |                  |
| 91. Prepare search warrants (e.g., blood, mobile devices)   | 1.47             | 3.04               | 2.52             |
| 93. Use computer to prepare reports   | 3.86             | 2.81               | 3.16             |
| 94. Take detailed field notes so reports can be completed   | 3.77             | 3.03               | 3.27             |
| 95. Write detailed incident reports   | 4.00             | 3.20               | 3.47             |
| 96. Spell words correctly in written communication  | 4.19             | 2.97               | 3.37             |
| 97. Write reports clearly and concisely to convey intended ideas in brief fashion                       | 4.18             | 3.37               | 3.64             |
| 98. Write reports using correct grammar so documents are understandable and professional                | 4.28             | 3.29               | 3.61             |
| <b>DETENTION AND PROSECUTION – CASE PROSECUTION</b>   |                  |                    |                  |
| 99. Bring evidence into court   | 1.46             | 3.18               | 2.61             |
| 104. Testify in parole or probation hearings  | 1.58             | 3.14               | 2.63             |

| <b>CORE TASKS</b>  | <b>Frequency</b> | <b>Criticality</b> | <b>Composite</b> |
|--|------------------|--------------------|------------------|
| <b>DETENTION AND PROSECUTION – CIVIL PROCESS</b>   |                  |                    |                  |
| 105. Prepare mental health orders/petitions (e.g., persons requiring treatment (PRT) committal papers)                       | 1.90             | 2.97               | 2.62             |
| <b>DETENTION AND PROSECUTION – RECEIVING AND BOOKING PROCESS</b>   |                  |                    |                  |
| 111. Assess medical condition of prisoners   | 1.83             | 3.21               | 2.75             |
| 112. Check identity of prisoners leaving facility  | 1.31             | 3.52               | 2.79             |
| 116. Verify identity of prisoners  | 1.93             | 3.68               | 3.10             |
| 117. Complete documents for transfer of prisoner to county jail  | 1.52             | 3.26               | 2.69             |
| 119. Escort prisoners to medical appointments and/or for medical clearance   | 1.64             | 3.06               | 2.59             |
| 123. Document injuries to prisoners  | 1.58             | 3.30               | 2.73             |
| 126. Review arrest documents before accepting prisoner   | 1.40             | 3.20               | 2.61             |
| <b>POLICE SKILLS – EMERGENCY VEHICLE OPERATION</b>   |                  |                    |                  |
| 128. Operate a patrol vehicle in an emergency response manner  | 3.96             | 4.34               | 4.22             |
| 129. Operate a patrol vehicle in a motor vehicle pursuit   | 1.84             | 4.41               | 3.57             |
| 130. Operate a patrol vehicle in a non-emergency (routine patrol) manner   | 4.15             | 3.61               | 3.79             |
| <b>POLICE SKILLS – FIRST AID</b>   |                  |                    |                  |
| 131. Conduct an initial patient survey (check for ABCs)  | 1.52             | 3.46               | 2.82             |
| 143. Apply first aid to treat for heat exhaustion  | 1.25             | 3.36               | 2.66             |
| 145. Apply first aid to treat for puncture wound   | 1.36             | 3.48               | 2.78             |
| 146. Apply first aid to treat for seizure  | 1.25             | 3.32               | 2.64             |
| 149. Apply first aid to treat for stab wounds  | 1.37             | 3.83               | 3.02             |
| 152. Extricate trapped persons   | 1.33             | 3.97               | 3.10             |
| <b>POLICE SKILLS – FIREARMS</b>  |                  |                    |                  |
| 154. Discharge firearm in reduced light levels   | 1.21             | 4.35               | 3.32             |
| 155. React appropriately to threat to life or great bodily harm  | 2.12             | 4.69               | 3.84             |
| 156. Reload firearm under combat conditions  | 1.30             | 4.54               | 3.47             |
| 157. Clear firearm malfunctions  | 1.56             | 4.57               | 3.58             |
| 158. Secure weapon other than own  | 2.45             | 4.37               | 3.74             |
| 159. Participate in debriefing after duty-related firearm discharge  | 1.33             | 3.68               | 2.91             |
| 160. Respond to an ongoing act of violence (e.g., school shooting)   | 1.72             | 4.58               | 3.64             |
| <b>POLICE SKILLS – POLICE PHYSICAL SKILLS</b>  |                  |                    |                  |
| 161. Arrest using lethal force other than the discharge of a firearm (i.e., using other means if separated from your weapon) | 1.22             | 4.54               | 3.45             |
| 162. Subdue persons resisting arrest using less than lethal devices (e.g., baton, PR-24, Asp, Taser, bean-bag round, etc.)   | 1.48             | 4.10               | 3.23             |
| 163. Subdue persons resisting arrest without the use of weapons/devices (e.g., physical force, control techniques, etc.)     | 2.02             | 4.00               | 3.35             |
| 164. Defend self from an attack  | 1.70             | 4.39               | 3.50             |
| 165. Retain firearm from suspect attempting to disarm officer  | 1.19             | 4.59               | 3.47             |

| <b>CORE TASKS</b>  | <b>Frequency</b> | <b>Criticality</b> | <b>Composite</b> |
|--|------------------|--------------------|------------------|
| <b>TRAFFIC – MOTOR VEHICLE TRAFFIC CRASH INVESTIGATION</b>   |                  |                    |                  |
| 166. Inform driver of towed vehicle's location   | 3.21             | 2.14               | 2.50             |
| <b>TRAFFIC – TRAFFIC CONTROL AND ENFORCEMENT</b>   |                  |                    |                  |
| 187. Issue citations (e.g., parking, traffic, to pedestrians, to bicycle riders)                     | 2.75             | 2.37               | 2.50             |
| 190. Verify possession of an authentic auto insurance certificate                                    | 2.73             | 2.41               | 2.51             |
| <b>TRAFFIC – VEHICLE STOPS</b>   |                  |                    |                  |
| 193. Stop vehicles to conduct routine (unknown risk) vehicle stop                                    | 2.94             | 3.23               | 3.13             |
| 194. Conduct high risk vehicle stop  | 2.53             | 4.19               | 3.64             |
| 195. Verify vehicle information  | 3.67             | 2.84               | 3.11             |
| 196. Determine the best location for a traffic stop  | 3.56             | 3.61               | 3.59             |
| <b>SPECIAL OPERATIONS – CIVIL DISORDERS</b>  |                  |                    |                  |
| 198. Confront groups of agitated people in a riot formation  | 1.32             | 3.49               | 2.77             |
| 201. Guard strategic locations during civil disorders and strikes                                    | 1.27             | 3.37               | 2.68             |
| 202. Patrol riot stricken or civil disturbance areas   | 1.30             | 3.51               | 2.78             |
| 204. Engage in small squad tactics at riot or crowd disturbance                                      | 1.36             | 3.62               | 2.87             |
| <b>SPECIAL OPERATIONS – EMERGENCY PREPAREDNESS/DISASTER CONTROL</b>                                  |                  |                    |                  |
| 209. Investigate weapons of mass destruction (WMD) threats or incidents                              | 1.19             | 4.06               | 3.11             |
| 212. Secure scene of a bomb threat   | 1.39             | 4.29               | 3.34             |
| <b>SPECIAL OPERATIONS – TACTICAL OPERATIONS</b>  |                  |                    |                  |
| 213. Participate in the execution of a search warrant  | 2.13             | 3.91               | 3.32             |
| 214. Perform special/undercover assignment (e.g., vice, prostitution, narcotics)                     | 1.68             | 3.70               | 3.03             |
| 215. Search the perimeter of an emergency incident or tactical operation                             | 2.02             | 3.94               | 3.31             |
| 216. Check security access points (airport gates, VIP locations, buildings)                          | 1.42             | 3.46               | 2.79             |
| <b>GENERAL ADMINISTRATION</b>  |                  |                    |                  |
| 218. Attend informal in-service training (e.g., roll call, called in from patrol)                    | 3.14             | 2.34               | 2.60             |
| 222. Exchange necessary information with other law enforcement officials                             | 2.39             | 3.13               | 2.88             |
| 234. Test and evaluate police equipment  | 2.48             | 3.09               | 2.89             |
| 236. Utilize department records to assist in an investigation  | 2.13             | 2.68               | 2.50             |
| <b>PHYSICAL ABILITY</b>  |                  |                    |                  |
| 242. Stand continuously for more than one-half of the work shift (e.g., guard duty or point control) | 2.07             | 2.80               | 2.56             |

# **APPENDIX D**

## **Non-Core Tasks**

| <b>NON-CORE TASKS</b>  | <b>Frequency</b> | <b>Criticality</b> | <b>Composite</b> |
|--|------------------|--------------------|------------------|
| <b>CRIMINAL INVESTIGATION</b>  |                  |                    |                  |
| 7. Conduct a photographic line-up  | 1.36             | 3.05               | 2.49             |
| 9. Review crime lab reports to guide investigation   | 1.50             | 2.89               | 2.43             |
| 10. Search dead bodies for personal property   | 1.65             | 2.87               | 2.46             |
| 11. Search fire debris for evidence relating to the cause of the fire  | 1.33             | 2.83               | 2.33             |
| 12. Attend autopsies for evidentiary purposes  | 1.18             | 2.35               | 1.96             |
| 14. Investigate cyberbullying  | 1.27             | 2.67               | 2.21             |
| 16. Investigate identity theft   | 1.70             | 2.53               | 2.25             |
| <b>CRIMINAL PROCEDURE</b>  |                  |                    |                  |
| 18. Serve foreign protection orders (FPO)  | 1.19             | 2.41               | 2.01             |
| 19. Arrest or cite persons for violations of environmental laws or regulations   | 1.75             | 2.53               | 2.27             |
| 20. Collect interim bond   | 1.15             | 1.98               | 1.70             |
| 21. Interrogate suspect or witness in conjunction with polygraph results   | 1.18             | 2.57               | 2.11             |
| <b>CRIME SCENE PROCESSING</b>  |                  |                    |                  |
| 31. Cast impressions at crime scene (e.g., plaster cast, silicone, etc.)   | 1.17             | 2.33               | 1.95             |
| 36. Dust, photograph, and lift latent fingerprints   | 1.17             | 3.07               | 2.44             |
| 37. Estimate property values of stolen or recovered goods  | 2.31             | 2.04               | 2.13             |
| 39. Release confiscated property   | 1.44             | 2.53               | 2.17             |
| <b>PATROL PROCEDURES – INTERPERSONAL RELATIONS</b>   |                  |                    |                  |
| 42. Participate in crime prevention programs (e.g., Neighborhood Watch, community meetings, etc.)  | 1.75             | 2.47               | 2.23             |
| 43. Give a talk in front of a group of citizens regarding crime prevention   | 1.60             | 2.46               | 2.17             |
| 45. Communicate with a subject who does not speak English, is difficult to communicate with (e.g., has a dialect or an accent), or is autistic | 2.34             | 2.54               | 2.47             |
| 46. Interact with a subject who has a communication impairment because of a physical handicap (e.g., is deaf, has a speech impediment)         | 2.22             | 2.60               | 2.47             |
| 49. Provide recommendations to business owners regarding security  | 2.56             | 2.45               | 2.49             |
| 50. Refer persons to agencies that provide social services   | 2.55             | 2.26               | 2.36             |
| 51. Refer citizen encounters to Community Mental Health (CMH)  | 2.30             | 2.55               | 2.47             |
| <b>PATROL PROCEDURES – JUVENILES</b>   |                  |                    |                  |
| 52. Conduct follow-up procedures with juvenile offenders (release to parents, petition court, etc.)  | 1.57             | 2.68               | 2.32             |
| 53. Conduct parent-juvenile conferences (to advise, notify, inform, counsel)   | 1.48             | 2.50               | 2.16             |
| 54. Counsel juveniles (on issues other than criminal matters)  | 1.95             | 2.50               | 2.32             |
| 55. Pick up children as directed by court order (e.g., divorce proceedings)  | 1.32             | 2.71               | 2.25             |
| 58. Interview juveniles to obtain statements (initial basic reporting)   | 1.63             | 2.80               | 2.41             |

| <b>NON-CORE TASKS</b>  | <b>Frequency</b> | <b>Criticality</b> | <b>Composite</b> |
|--|------------------|--------------------|------------------|
| <b>PATROL PROCEDURES – PATROL TECHNIQUES</b>   |                  |                    |                  |
| 69. Advise vehicle owners to remove abandoned vehicles   | 2.36             | 2.06               | 2.16             |
| 70. Check homes of persons on vacation   | 2.11             | 2.24               | 2.20             |
| 71. Check individuals/businesses for compliance with licensing requirements (e.g., hunting, liquor, dance permit, vendors, etc.) | 1.65             | 2.34               | 2.11             |
| 72. Escort money, valuables or people to provide security  | 1.46             | 2.37               | 2.07             |
| 73. Escort processions (e.g., parades, oversized trucks, funerals)   | 1.58             | 2.42               | 2.14             |
| 77. Investigate complaints of illegal aliens   | 1.30             | 2.34               | 2.00             |
| 78. Move disabled vehicles with patrol car   | 1.38             | 1.96               | 1.77             |
| 79. Observe persons for hunting violations   | 1.14             | 1.84               | 1.61             |
| 80. Operate fire extinguisher (e.g., to fight vehicle fires)   | 1.36             | 2.66               | 2.23             |
| 81. Patrol freeways  | 1.82             | 2.52               | 2.29             |
| 82. Patrol on bicycle  | 1.14             | 2.48               | 2.04             |
| 83. Patrol on foot   | 1.68             | 2.62               | 2.31             |
| 84. Patrol on motorcycle   | 1.21             | 2.75               | 2.25             |
| 85. Patrol on horse  | 1.18             | 2.32               | 1.94             |
| 86. Patrol on watercraft   | 1.21             | 2.48               | 2.06             |
| <b>PATROL PROCEDURES – REPORT WRITING</b>  |                  |                    |                  |
| 87. Dictate reports into recording devices   | 1.34             | 1.67               | 1.56             |
| 88. Attach witness statements to reports   | 1.64             | 2.56               | 2.26             |
| 89. Attach photos and videos to reports  | 1.47             | 2.50               | 2.16             |
| 90. Prepare list (hot sheet) of wanted persons for department use  | 1.40             | 2.55               | 2.17             |
| 92. Prepare prosecution forms  | 1.29             | 2.80               | 2.30             |
| <b>DETENTION AND PROSECUTION – CASE PROSECUTION</b>  |                  |                    |                  |
| 100. Testify in civil cases  | 1.87             | 2.63               | 2.38             |
| 101. Testify in Driver's License Appeals Division (DLAD) hearing   | 1.27             | 2.52               | 2.11             |
| 102. Testify in Secretary of State implied consent hearings  | 1.18             | 2.56               | 2.11             |
| 103. Testify in liquor board hearings  | 1.22             | 2.61               | 2.15             |
| <b>DETENTION AND PROSECUTION – CIVIL PROCESS</b>   |                  |                    |                  |
| 106. Serve and prepare civil process papers  | 1.20             | 2.04               | 1.76             |
| 107. Serve probate orders (e.g., mental health, juvenile, adult offender)  | 1.23             | 2.46               | 2.05             |
| <b>DETENTION AND PROSECUTION – RECEIVING AND BOOKING PROCESS</b>   |                  |                    |                  |
| 108. Provide prisoner with information about contacting a bondsman   | 1.27             | 1.89               | 1.69             |
| 109. Assist prisoner in contacting an attorney   | 1.18             | 1.91               | 1.67             |
| 110. Answer inquiries concerning prisoners   | 1.72             | 2.06               | 1.95             |
| 113. Check individual making bond for wants or warrants  | 1.28             | 2.90               | 2.36             |
| 114. Check legal status of a prisoner's case (e.g., check with court or prosecutor's office)                                     | 1.36             | 2.72               | 2.27             |
| 115. Collect arrestees' DNA (e.g., swabs)  | 1.16             | 3.18               | 2.51             |
| 118. Confer with physicians regarding prisoner's medical condition   | 1.65             | 2.88               | 2.48             |

| <b>NON-CORE TASKS</b>   | <b>Frequency</b> | <b>Criticality</b> | <b>Composite</b> |
|---|------------------|--------------------|------------------|
| 120. Inspect identification of visitors   | 1.37             | 2.98               | 2.45             |
| 121. Photograph prisoners   | 1.19             | 2.98               | 2.39             |
| 122. Process prisoners for release  | 1.18             | 2.94               | 2.36             |
| 124. Strip search prisoner  | 1.16             | 2.88               | 2.31             |
| 125. Facilitate cavity search of prisoner   | 1.14             | 3.00               | 2.39             |
| 127. Talk with families of adult suspects or defendants (advise, inform, notify, counsel)                                   | 1.58             | 2.33               | 2.08             |
| <b>POLICE SKILLS – FIRST AID</b>  |                  |                    |                  |
| 132. Administer/deploy Automatic External Defibrillator (AED)   | 1.15             | 3.79               | 2.91             |
| 133. Apply first aid to treat for abrasions   | 1.49             | 2.22               | 1.98             |
| 134. Apply first aid to treat for animal bites  | 1.25             | 2.51               | 2.09             |
| 135. Apply first aid to treat for broken bones  | 1.22             | 3.00               | 2.41             |
| 136. Apply first aid to treat for burns   | 1.20             | 2.94               | 2.37             |
| 137. Apply first aid to treat for chemical burns  | 1.16             | 3.14               | 2.48             |
| 138. Apply first aid to treat for convulsions   | 1.22             | 3.21               | 2.55             |
| 139. Apply first aid to treat for diabetic reaction   | 1.22             | 3.38               | 2.66             |
| 140. Apply first aid to treat for electric shock  | 1.14             | 3.37               | 2.64             |
| 141. Apply first aid to treat for eye injuries  | 1.19             | 3.13               | 2.49             |
| 142. Apply first aid to treat for frostbite   | 1.14             | 3.14               | 2.48             |
| 144. Apply first aid to treat for heat stroke   | 1.20             | 3.55               | 2.77             |
| 147. Apply first aid to treat for shock   | 1.21             | 3.42               | 2.69             |
| 148. Apply first aid to treat for sprains and strains   | 1.20             | 2.64               | 2.17             |
| 150. Apply first aid to treat for stroke  | 1.17             | 3.69               | 2.86             |
| 151. Assist with child birth  | 1.14             | 3.73               | 2.87             |
| <b>POLICE SKILLS – FIREARMS</b>   |                  |                    |                  |
| 153. Discharge firearms to euthanize animals  | 1.24             | 3.85               | 2.99             |
| <b>TRAFFIC – MOTOR VEHICLE TRAFFIC CRASH INVESTIGATION</b>  |                  |                    |                  |
| 167. Facilitate the exchange of information between persons involved in a traffic crash                                     | 2.64             | 2.20               | 2.35             |
| 168. Interview mechanic for relevant traffic crash information (e.g., condition of vehicle parts)                           | 1.39             | 1.98               | 1.78             |
| 169. Investigate damage to roadway  | 1.90             | 2.43               | 2.26             |
| 170. Locate and interview witnesses to traffic crash  | 2.31             | 2.41               | 2.38             |
| 171. Match color of known origin to suspect sample (e.g., paint chip found at scene of accident matched to suspect vehicle) | 1.60             | 2.36               | 2.11             |
| 172. Measure skid marks for calculation of approximate vehicle speed  | 1.30             | 2.59               | 2.16             |
| 173. Notify citizens of damage to their property  | 2.04             | 2.20               | 2.15             |
| 174. Request citizens to assist with traffic control in an emergency  | 1.33             | 2.35               | 2.01             |
| 175. Review crashes with traffic crash investigators  | 1.43             | 2.30               | 2.01             |
| 176. Take coordinate measures of traffic crash scenes (e.g., triangulation)   | 1.28             | 2.63               | 2.18             |
| 177. Test operating condition of crash vehicle equipment (e.g. brake light, tread wear)                                     | 1.23             | 2.49               | 2.07             |



| <b>NON-CORE TASKS</b>  | <b>Frequency</b> | <b>Criticality</b> | <b>Composite</b> |
|--|------------------|--------------------|------------------|
| <b>TRAFFIC – TRAFFIC CONTROL AND ENFORCEMENT</b>   |                  |                    |                  |
| 178. Calibrate preliminary breath test (PBT)   | 1.24             | 2.72               | 2.23             |
| 179. Advise appropriate agency of traffic engineering needs  | 1.39             | 2.26               | 1.97             |
| 180. Arrest or cite persons for unlawful use of recreational vehicles or watercraft  | 1.30             | 2.52               | 2.12             |
| 181. Determine speed of vehicles using speed measurement devices (e.g., Laser, Lidar, Radar, etc.)                           | 1.31             | 2.58               | 2.16             |
| 182. Complete operators license re-examination form  | 1.18             | 2.25               | 1.90             |
| 183. Inspect commercial vehicles for code compliance   | 1.21             | 2.23               | 1.90             |
| 184. Inspect off road vehicles   | 1.25             | 1.98               | 1.74             |
| 185. Inspect private vehicle for conformance with vehicle code   | 1.50             | 2.06               | 1.88             |
| 186. Inspect watercraft for conformance with marine safety requirements  | 1.18             | 2.07               | 1.78             |
| 188 Plan traffic detours   | 1.32             | 2.24               | 1.94             |
| 189. Verify compliance on withdrawal citations (e.g., no proof of registration, no proof of insurance, no operators license) | 2.42             | 2.24               | 2.30             |
| <b>TRAFFIC – VEHICLE STOPS</b>   |                  |                    |                  |
| 191. Identify or document train identification number (lead engine number)   | 1.23             | 1.86               | 1.65             |
| 192. Stop off road vehicles (e.g., snowmobiles, ATV/UTV)   | 1.46             | 2.20               | 1.96             |
| <b>SPECIAL OPERATIONS – CIVIL DISORDERS</b>  |                  |                    |                  |
| 197. Communicate with management and labor over strike disturbances  | 1.21             | 2.43               | 2.02             |
| 199. Escort vehicles or persons through picket lines or demonstrations   | 1.21             | 3.12               | 2.49             |
| 200. Explain demonstration permit to demonstrators   | 1.20             | 2.77               | 2.25             |
| 203. Watch for illegal activity at labor disputes, demonstrations, etc.  | 1.36             | 3.05               | 2.49             |
| <b>SPECIAL OPERATIONS – EMERGENCY PREPAREDNESS/DISASTER CONTROL</b>  |                  |                    |                  |
| 205. Fight structural fires  | 1.13             | 3.15               | 2.48             |
| 206. Identify contents of railroad car or semi-truck for hazardous cargo   | 1.14             | 3.33               | 2.61             |
| 207. Perform weather watch service   | 1.16             | 2.24               | 1.88             |
| 208. Investigate hazardous materials incidents   | 1.22             | 3.59               | 2.81             |
| 210. Implement incident command system   | 1.23             | 3.58               | 2.81             |
| 211. Investigate environmental crimes  | 1.32             | 2.76               | 2.28             |
| <b>GENERAL ADMINISTRATION</b>  |                  |                    |                  |
| 217. Act as department court officer   | 1.14             | 2.12               | 1.79             |
| 219. Confer with parole/probation officer  | 1.69             | 2.38               | 2.15             |
| 220. Enter data on cards for filing  | 1.50             | 2.06               | 1.88             |
| 221. Evaluate officers in on-the-job training (FTO)  | 1.35             | 2.98               | 2.44             |
| 223. Explain department's recruiting policies  | 1.61             | 2.07               | 1.92             |
| 224. Fingerprint persons for non-criminal reasons (e.g. professional licensing)  | 1.12             | 2.06               | 1.75             |
| 225. Instruct on-the-job training  | 1.71             | 2.77               | 2.42             |
| 226. Investigate and report on police applicant's background   | 1.15             | 2.85               | 2.29             |

| <b>NON-CORE TASKS</b>   | <b>Frequency</b> | <b>Criticality</b> | <b>Composite</b> |
|---|------------------|--------------------|------------------|
| 227. Issue bicycle licenses/registrations   | 1.12             | 1.37               | 1.28             |
| 228. Issue road-kill possession permits   | 1.12             | 1.33               | 1.26             |
| 229. Locate documents and information in records system   | 1.62             | 2.05               | 1.91             |
| 230. Notify public agencies or utilities of damage to their equipment                               | 1.49             | 2.47               | 2.14             |
| 231. Participate in required physical exercise program  | 1.39             | 2.22               | 1.94             |
| 232. Provide information to persons participating in ride-along program                             | 1.65             | 2.36               | 2.13             |
| 233. Summarize total shift activities in department system (e.g., logbook, online automated system) | 2.28             | 2.39               | 2.35             |
| 235. Update spot/pin maps   | 1.27             | 2.24               | 1.92             |
| 237. Write interoffice memos  | 1.56             | 2.22               | 2.00             |
| 238. Write letters on behalf of the department  | 1.22             | 2.46               | 2.05             |
| 239. Write performance evaluation reports on other officers (e.g. FTO ratings)                      | 1.31             | 2.66               | 2.21             |
| 240. Write policy material for department manuals   | 1.16             | 2.87               | 2.30             |
| <b>PHYSICAL ABILITY</b>   |                  |                    |                  |
| 241. Perform water rescue   | 1.16             | 3.69               | 2.86             |
| 243. Wade through marshes, swamp land or waterways  | 1.17             | 2.53               | 2.08             |
| 244. Walk continuously for more than one-half of the work shift (e.g., foot patrol)                 | 1.82             | 2.62               | 2.35             |

# **APPENDIX E**

## **Sources of Information**

### Composite Ratings of Core Sources of Information

| Core Source of Information  | Detroit Police |
|---|----------------|
| Agency directives (e.g., policies, procedures, rules, regulations)                  | 3.78           |
| Alerts (e.g., Amber alerts)   | 3.05           |
| Briefing sheets   | 3.07           |
| Cell phone apps   | 3.19           |
| Computer bulletin boards  | 2.77           |
| Court decisions   | 3.02           |
| Criminal Law and Procedure Texts  | 3.23           |
| Federal statutes  | 2.95           |
| First aid manual  | 2.84           |
| Hazardous Materials Manual  | 2.50           |
| Homeland Security resources   | 2.55           |
| Interoffice memos   | 3.16           |
| Legal transcripts (written record of legal proceedings)                             | 2.50           |
| Legislative updates   | 2.94           |
| LEIN/NCIC printouts   | 3.74           |
| Local ordinances  | 3.85           |
| Maps (State, County, City)  | 3.50           |
| Michigan Compiled Laws/Michigan Statutes Annotated                                  | 3.08           |
| Michigan Liquor Control Act   | 2.55           |
| Michigan Vehicle Code   | 3.59           |
| Police incident reports/databases   | 3.74           |
| Professional law enforcement publications (e.g., FBI Bulletin, Law and Order, etc.) | 2.89           |
| Social Media  | 3.27           |
| State police intelligence reports   | 2.75           |
| Training bulletins  | 3.12           |
| UD-10 Manual  | 2.85           |
| Wanted bulletins  | 3.31           |
| Web-based databases (e.g., Lexis/Nexis, Westlaw, TLO, judiciary homepages, etc.)    | 3.18           |

### Composite Ratings of Non-Core Sources of Information

| Non-Core Source of Information                                  | Detroit Police |
|---|----------------|
| ATF eTrace  | 2.09           |
| Attorney General Opinions                                       | 2.18           |
| Distance learning webinars (e-learning)                         | 2.28           |
| Field guides (e.g., NATB book, Physicians Desk Reference, etc.) | 2.36           |
| Fish and game statutes  | 1.79           |
| Jury instructions   | 2.12           |
| Michigan Automated Prescription System                          | 2.16           |
| Pawn shop property tracking software (e.g., LEADS, BWI)         | 2.06           |
| Prosecutor bulletins  | 2.38           |
| Telephone book  | 2.28           |

# **APPENDIX F**

## **Equipment**

## Percent of Respondents using Core Equipment

| Core Equipment                                | Detroit Police |
|---|----------------|
| Anti-bacterial wash                           | 67.80          |
| Audio recording device                        | 80.49          |
| Automobile                                    | 97.32          |
| Battery jumper cables                         | 55.37          |
| Body armor (e.g., hidden vest, exterior vest) | 92.20          |
| Cellular phone                                | 93.66          |
| Computer—desktop                              | 97.07          |
| Computer—laptop                               | 65.61          |
| Digital body camera                           | 89.76          |
| Equipment bag (gear bag)                      | 74.15          |
| Flashlight                                    | 94.63          |
| Gloves (e.g., latex, rubber, leather)         | 92.44          |
| GPS   | 73.90          |
| Handcuffs                                     | 94.15          |
| Hand-held police radio                        | 96.83          |
| In-car camera/video/Dash Cam                  | 92.68          |
| Overhead lights/siren                         | 87.07          |
| Police barrier tape                           | 70.98          |
| Police car radio                              | 95.61          |
| Police microphone on officer                  | 63.17          |
| Semi-automatic pistol                         | 62.68          |
| Shotgun                                       | 53.90          |
| Smartphone                                    | 85.37          |
| Spot light                                    | 85.61          |

## Percent of Respondents using Non-Core Equipment

| Non-Core Equipment   | Detroit Police |
|--|----------------|
| All-terrain vehicle  | 13.41          |
| Animal control equipment (e.g., noose, gloves, net)                    | 41.71          |
| Armored vehicle (e.g., BearCat, MRAP)                                  | 7.80           |
| Automatic External Defibrillator (AED)                                 | 2.44           |
| Axe  | 1.46           |
| Ballistic helmet   | 9.76           |
| Ballistic shield   | 10.98          |
| Baton (e.g., night stick, PR-24, Kubotan)                              | 25.12          |
| Battering Ram  | 20.98          |
| Battery jumper device (self-contained power source)                    | 32.93          |
| Bicycle/bicycle helmet   | 5.37           |
| Binoculars   | 24.15          |
| Biohazard suit   | 2.68           |
| Blanket  | 3.66           |
| Bloodborne pathogen kit  | 3.66           |
| Business directory   | 31.46          |
| Canine   | 16.59          |
| Car door lock opening device   | 23.90          |
| Chemical agent gas gun   | 4.63           |
| Chemical agent grenade (e.g., tear gas)                                | 5.12           |
| Chemical agent spray (e.g., pepper, mace, tear gas)                    | 22.44          |
| Computerized crash investigation equipment (e.g., FARO, total station) | 20.00          |
| Computer—personal tablet   | 20.98          |
| Crisscross directory (e.g., Bressers, Lexis-Nexis)                     | 40.00          |
| Decibel reader   | .49            |
| Dictating machine  | .24            |
| Drones   | 1.71           |
| Drug and narcotic identification field kit                             | 1.95           |
| Equipment for water rescue (e.g., rope, rescue disc, throw bag)        | 6.59           |
| Evidence Processing kit (fingerprinting, casting, CSI kit)             | 2.68           |
| Evidential breath alcohol test instrument (e.g., DataMaster)           | 19.27          |
| Fingerprint Live-Scan machine  | 6.10           |
| Fire extinguisher  | 19.27          |
| First aid kit  | 31.95          |
| Flares   | 25.61          |
| Flex-cuffs (zip cuffs)   | 11.46          |
| Four wheel drive vehicle   | 31.95          |
| Gas mask   | 16.59          |
| Illuminated traffic baton  | 3.90           |



| Non-Core Equipment  | Detroit Police |
|---|----------------|
| Leg restraints  | 8.29           |
| Less lethal weapon (e.g., Taser, bean bag, flashbang, stingball, pepper ball, etc.) | 24.39          |
| Manual control for traffic signal   | 15.12          |
| Metal detector  | 30.73          |
| Mobile command post vehicle   | 16.34          |
| Mobile fingerprint machine  | 1.46           |
| Multi-gas meter   | .73            |
| Naloxone (Narcan)   | 14.39          |
| Officer tracking GPS  | 21.22          |
| Oxygen tanks  | 1.46           |
| Patrol Rifle  | 25.85          |
| Photographic equipment  | 10.24          |
| Pneumatic tool for extracting trapped person (e.g., Jaws of Life, Porta Power)      | 2.20           |
| Pocket knife  | 38.78          |
| Portable printer (e.g., ticket, LEIN)   | 28.29          |
| Preliminary breath test instrument (PBT)  | 16.59          |
| Pry bar   | 22.93          |
| Public address system   | 25.12          |
| Pylons/cones/traffic barricades   | 39.02          |
| Revolver  | 11.22          |
| Rope/cord   | 11.46          |
| Self-contained air pack (SCBA)  | 1.71           |
| Semi-automatic magazines (extra)  | 47.80          |
| Sharps container  | 5.12           |
| Speed detection device (RADAR, LIDAR, Laser)  | 12.20          |
| Stop sticks   | 0.00           |
| Surgical mask (pocket mask)   | 7.80           |
| Tactical ballistic vest/AVI/heavy vest (e.g., load-bearing equipment)               | 27.07          |
| Tape ruler  | 10.49          |
| Tool kit  | 16.59          |
| Tourniquet  | 28.29          |
| Traffic vest (illuminated/reflective)   | 13.17          |
| Vehicle locating/tracking technology  | 14.63          |
| Vision-enhancing technology (e.g., night-vision goggles, hand-held FLIR)            | 5.85           |
| Weapon mounted lights   | 18.29          |
| Window punch  | 9.02           |