



## ESSENTIAL JOB FUNCTIONS MICHIGAN CONSERVATION OFFICER

*In accordance with Article XI, Section 5, Michigan Constitution of 1963.*

### **COGNITIVE**

Perform as a Conservation Officer without discriminating against any person because of race, color, national origin, religion, disability, age, marital status, sex, height or weight.

Perform a variety of essential job functions under stressful and non-stressful conditions while maintaining psychological stability, credibility, and integrity. Maintain a high level of credibility, integrity, and believability at all times to maintain that trust which citizens expect and deserve.

Communicate effectively over law enforcement radio channels while initiating and responding to radio communications, often under adverse conditions such as siren usage and high speed vehicle operations and on gravel or lightly traveled two track roadways. Hear, comprehend and react to radio transmissions and other communications.

Communicate verbally and effectively by listening to people and by giving information, directions and commands.

Exercise independent judgment within legal guidelines, to determine when there is reasonable suspicion to detain, when probable cause exists to search and arrest and when force may be used and to what degree.

Gather information in criminal investigations by interviewing and obtaining the statements of victims, witnesses, suspects, and confidential informants.

Perform law enforcement patrol functions while working rotating shifts and unanticipated overtime and on periodic short notice.

Prepare investigative and other reports, including sketches, using appropriate grammar, symbols and mathematical computations.

Read and comprehend rules, regulations, policies, procedures and the law for purposes of ensuring appropriate officer behavior/response and performing enforcement activities involving the public.

Complete necessary processing tasks including fingerprinting, photographs and necessary reports.

Possess sufficient physical and mental resources to stay alert, focused and functional after extended hours on duty, rotating shifts and repeated rapid changes from sedentary activity to strenuous physical activity.

Read and comprehend legal and non legal documents, including the preparation, processing and issuing of such documents as appearance tickets, bond receipts, information, criminal summons, depositions, warrants and other job-related documents.

Give travel directions, tourist information and other directions to the general public. Read and understand road, topographic and other types of maps.

Obtain and broadcast accurate descriptions of suspects and/or vehicles. Endure verbal abuse, as required by law, from suspects, arrestee's and others encountered in antagonistic situations.

## **AGILITY**

Climb over obstacles; climb through openings; jump down from and up to elevated surfaces; jump over obstacles, ditches, streams, and other outdoor environmental obstacles. Crawl in confined areas to pursue, search, investigate, and/or rescue. Perform all of the above during daylight and darkness, inside and outside, on frozen, wet, and/or otherwise treacherous surface situations and in inclement weather.

From a sedentary status, enter and exit vehicles quickly to perform rescue operations, pursue a suspect or answer an emergency call. Vehicles include varied patrol vehicles, boats, snowmobiles and ORVs.

Manage interpersonal conflicts to maintain order and safety.

Perform tasks that require lifting, carrying, or dragging people, heavy objects, or animals while performing arrest, rescue or general patrol functions.

Run and pursue fleeing suspects on foot both day and night in unfamiliar terrain and in inclement weather.

Use bodily force or other appropriate lawful means to gain entrance through barriers to search, seize, investigate and/or rescue.

Carry out foot patrol function, running and walking, using various types of footwear (including hip boots, waders, snowshoes) over varying terrain (including ice, snow and water and in inclement weather. Walk long distances.

## **ENFORCEMENT**

Effect an arrest, forcibly if necessary, using handcuffs and other restraints.

Load, unload, aim, and fire handguns, shotguns, and other agency authorized firearms from a variety of body positions in situations that justify the use of deadly force while maintaining emotional control under extreme stress. Perform these functions in daylight and darkness, from varying surfaces and in inclement weather. Disassemble, clean, inspect and reassemble weapons. Maintain weapons and related equipment in a proper, functional and safe manner.

Operate an emergency vehicle during both the day and night; in emergency and pursuit situations involving speeds in excess of posted limits while exercising due care and caution and in exception to traffic control devices and in congested traffic and in unsafe road conditions and environmental conditions such as fog, smoke, rain ice and snow, in daylight or darkness and over isolated roadways that are not maintained. Be able to steer a vehicle while operating the radio, emergency lights, siren and spotlights. Safely operate a vehicle in reverse gear. Be able to change patrol vehicle tire as necessary to maintain emergency response availability. Perform related equipment maintenance.

Perform searches of persons which involve touching and feeling to detect potential weapons and contraband.

Subdue resisting subjects using hands and feet while employing survival tactics maneuvers or approved non-lethal weapons.

Perform other essential tasks as identified by the Michigan Commission on Law Enforcement Standards (MCOLES) job task analysis as it applies to general law enforcement and the conservation officer position.

Isolate and preserve crime and accident scenes.

Collect and safeguard evidence.

Perform all job functions in a manner so as to not bring harm or pose a direct threat to the health or safety of other individuals.

## **SKILLS**

Conduct searches of buildings and large outdoor areas, which may involve walking, and/or standing for long periods of time and which requires the ability to distinguish color and perceive shapes. Perform above in daylight and darkness and under inclement weather situations. Conduct related activities involving the sense of touch to detect objects and/or the sense of smell to detect the presence of smoke or fire or other materials such as burnt gunpowder, illegal drugs, alcohol or other substances.

Conduct visual and audio surveillance for extended periods of time in daylight and darkness as well as in inclement weather

Load, unload, and safely handle shotguns, rifles, handguns, and other weapons used by others in a lawful or unlawful manner. Perform above functions in vehicles, in varying degrees of light, in inclement weather, and while maintaining emotional control under conditions of potential extreme force and stress.

Operate canoes, kayaks and boats of various types and motor sizes on lakes and streams (including the Great Lakes) in a safe and prudent manner and under conditions of inclement weather. Load, unload, and maintain these crafts properly and safely.

Operate snowmobiles, ORV's, bicycles and other recreational vehicles as work vehicles in a safe and prudent manner over varying terrain and under varying weather conditions. Load, unload, and maintain all vehicles in a proper and safe manner.

Provide first aid as needed, including CPR, mouth to mouth resuscitation and Heimlich maneuver. Make use of appropriate personal protective equipment and devices.

Maintain all appropriate activity, radio, complaint, equipment and other administrative logs and records required to function as a conservation officer.

Read license plates and registration numbers. See and recognize registration and inspection stickers from distances.

## **OTHER**

Put on and wear the Department issued uniform and all associated equipment when needed, including the bullet resistant vest, Sam Browne belt and various footwear.

The duties and responsibilities stated here are not intended to be all-inclusive and the employer reserves the right to assign related additional duties and responsibilities as necessary.

## **CERTIFICATION**

*I have been advised and understand the Essential Job Functions of a Michigan Conservation Officer and acknowledge that I must be able to successfully perform and/or complete the Essential Job Functions.*

Conservation Officer Candidate Signature

Date

Background Investigator Signature

Date