

April 12, 1995

The following is a tentative Memorandum of Agreement which has been reached through negotiations between the Executive Board and the Town of Waterford regarding the position of Detective Sergeant.

A. PURPOSE OF POSITION:

As Detective Sergeant of the Criminal Investigation Division supervises and coordinates work of Detectives and other members assigned to Division, including support and/or clerical staff and personnel assigned to their command at crime scenes. Does related work as required.

B. SUPERVISION RECEIVED:

Works under the direction of the Deputy Chief of Police and/or Detective Lieutenant.

C. SUPERVISION EXERCISED:

Supervises all personnel assigned to, and the operation of, the Detective Division. Has authority for control and decision making for all phases of the Division's operation in the absence of the Detective Lieutenant.

D. EXAMPLES OF DUTIES:

Assigns Detectives to investigations and supervises their performance; makes special investigations of crimes of major importance or other investigations at the request of the Detective Lieutenant. Interviews and interrogates witnesses and suspects for Court use. Supervises and is responsible for the State mandated record keeping and identification system. Acts with other Departments regarding major crimes including Departments involved in major investigations. This may include Departments at the State and Federal level and Superior Court. Maintains adequate reception and storage of articles of evidence and other material entrusted to the Department's control. Reviews reports from Detectives and others under command; receives from and furnishes information to authorized Law Enforcement Officers.

D. EXAMPLES OF DUTIES CONT:

Prepares written reports of investigative reports. Maintains good labor relations; ensures progressive discipline and the contract is followed; reports and investigates breach of duty, violation of law, inefficiency as well as the special achievements of those under command and reports these to superior officers; may conduct internal investigations at the direction of the Detective Lieutenant. Maintains related computer data bases. Reports work accomplished to the Detective Lieutenant. Special projects may be assigned by the Detective Lieutenant, the Deputy Chief of Police and/or the Chief of Police.

E. MINIMUM QUALIFICATIONS:

Presently a Detective and have served five (5) consecutive years as a full time Detective with the Detective Division of the Waterford Police Department, where he will have developed experience and expertise in major felonies, case investigation and management, with regard to homicides, larcenies, robberies, etcetera. Knowledge of Federal and State criminal code; modern techniques of Law Enforcement investigation and identification. Ability to understand complex written and oral instructions; ability to organize, direct and evaluate the work of others; knowledge of the principles and practices of Police Administration, criminal investigation, with particular reference to organization and personnel. Ability to write comprehensive reports of investigation. Considerable ability to deal firmly, effectively and impartially with Department personnel, associates, press and public.

F. PHYSICAL DEMANDS/WORK ENVIRONMENT:

Must be able to pass a rigid physical examination and meet the physical demands of the Police Department. Must have the physical ability to properly function under stressful conditions.

G. EDUCATION AND TRAINING:

Must have a minimum of five (5) consecutive years as a full time Detective with the Detective Division.

H. RATE OF PAY:

Rate of Pay will be consistent with the scheduled rates of pay for Patrol Sergeants.

I. ON-CALL:

The Detective Sergeant will not be assigned "On-Call" status unless needed.

J. PATROL SERGEANT VACANCIES:

The Detective Sergeant will not be asked to fill vacancies in the Patrol Sergeant position until all Patrol Supervisors have been asked and declined.

K. PROMOTIONS TO PATROL SERGEANT:

In order for a Detective to take a Patrol Sergeant Promotion Examination, he must first resign his position as Detective, prior to taking the examination.

DETECTIVE SERGEANT POSITION

MEMORANDUM OF AGREEMENT

BALLOT

INSTRUCTIONS:

A vote to accept or reject the Memorandum of Agreement is needed by the Union body to amend the existing contract between Local 1948 and the Town of Waterford.

The Ballot Box will be located in the Patrol Sergeant's Office and you may deposit your vote anytime prior to 8:00 A.M. on Friday, April 21, 1995.

Accept the Memorandum of Agreement as stated

OR

Reject the Memorandum of Agreement

VOTES MUST BE CAST PRIOR TO

8:00 A.M., FRIDAY, APRIL 21, 1995