

Police Sergeant

Job no: 535202

Work type: Officer of Administration

Location: Eugene, OR

Categories: Police

Department: University of Oregon Police Department (UOPD)

Appointment Type and Duration: Regular, Ongoing

Salary: \$108,453 - \$119,298 per year

Compensation Band: PF-SGT-UOPA Fiscal Year 2024-2025

FTE: 1.0

Application Review Begins

April 21, 2025; position open until filled

Special Instructions to Applicants

To ensure consideration, please upload the following with your online application:

- A cover letter stating your interest and how your skills and experience meet the requirements and qualifications for this position.
- Your current resume, including dates of employment.

Department Summary

Safety and Risk Services (SRS) is a unit within the Finance and Administration portfolio. Finance and Administration is a vibrant and varied portfolio serving all aspects of campus life. Our employees perform a wide range of functions including offering essential financial tools and support to the university's many departments, providing key resources to employees, and keeping campus safe, clean, accessible and beautiful.

SRS's mission is to collaborate with all campus constituents (students, staff, faculty, and visitors) and the surrounding community, to safeguard life and health and mitigate threats to the University's core mission of academic excellence, research, and public service. Safety and Risk Services comprises Emergency Management and Continuity, Enterprise Risk Management, Environmental Health and Safety, Location Innovation Lab - Campus Mapping, Risk Management and Insurance, and the University of Oregon Police Department. SRS fulfills its mission by providing a variety of professional services, technical assistance, training, and regulatory oversight.

The University of Oregon Police Department (UOPD) is a community oriented and trust-based policing agency within the University of Oregon. UOPD plays an integral role in the university community by providing a safe, secure, and welcoming environment. The mission is to foster a climate that encourages a free, open, and civil exchange of ideas in support of the educational, research, and public service goals of the university. The UOPD recognizes and promotes the value of multiculturalism and inclusiveness consistent with a spirit of responsible citizenship within an international community. The University of Oregon is a diverse and ever-changing community. Constant efforts by the UOPD are necessary to partner with and educate the community to deter, reduce, and solve crimes as well as to resolve issues through modern policing.

Position Summary

The Police Sergeant is a uniformed first-line responder and supervisory position within the University of Oregon's Police Department (UOPD). UOPD Sergeants work independently in performing regularly assigned duties under the general direction of a Captain; directing, supervising, assigning, reviewing, and participating in the work of law enforcement. Police Sergeants are differentiated from Police Captains and above by their first-responder status. Higher level classifications are concerned with primarily administrative duties.

Police Sergeants have regular daily contact with all members of the University of Oregon campus community: students, faculty, staff, administrators, visitors, and members of the public while carrying out law enforcement duties providing a safe and secure campus. The Sergeant may at times be the highest ranking law enforcement official on campus. As such, the incumbent is expected to make emergency command decisions without the benefit of consultation from a higher authority. Due to the potential decision-making nature of the position, the Sergeant must be prepared to provide immediate direction to the community by making decisions for the University that may marginally relate to law enforcement/public safety until such time as higher-level authority arrives on scene. Work is reviewed regularly by the assigned Police Captain to ensure performance is efficient, safe and meets both expectations and applicable requirements. A performance appraisal is conducted annually. This is an essential services position. The incumbent is required to respond after-hours during emergencies and report to work for regular assigned shift during emergency campus closures. Sergeants may be assigned to major campus events outside normal work hours.

Minimum Requirements

- Must be a U.S. Citizen within 18 months of hire.
- Completion of college level coursework equivalent to 30 semester credit hours from an accredited college/university.
- Five (5) years of experience as a police officer.

- Currently employed as a police officer or have been employed as a police officer within the last 2.5 years.

- Possession of, or ability to obtain within 12 months of appointment, an intermediate Police Certificate issued by the Department of Public Safety Standards and Training.

In addition to the minimum qualifications above, the successful candidate must satisfy or be able to satisfy all of the following SPECIAL REQUIREMENTS AND QUALIFICATIONS:

Assessment and Testing:

- Must receive a passing score on pre-employment position-specific skills evaluation and testing.
- Must successfully pass a comprehensive background assessment that includes: criminal history check; driving record review; medical examination; psychological evaluation including drug screening; and an inclusive appraisal of work history.

Certifications:

- Adult CPR with First Aid and Automatic External Defibrillation (AED) certification required within 60-days of employment. CPR for the Professional Rescuer with AED specialization preferred.

Requirements:

- Must adhere to Clery Act, FERPA, mandatory reporting and Title IX reporting responsibilities.
- No un-pardoned adult felony convictions.
- No convictions for domestic violence.
- No prior revocation of a law enforcement certification.
- Valid driver's license and proof of insurability.

Training Requirements:

- Complete DPSST Supervisory Training within one year of promotion date.
- Oregon DPSST certified officers who lateral to UOPD are exempt from additional Department of Public Safety Standards and Training (DPSST), if no more than two and a half years have elapsed since being employed by a sworn agency.

- If more than two and a half years have elapsed, Oregon lateral hires will be required to attend and successfully pass a two week DPSST Police Officer Career Development Course (P-COD) or successfully pass an online DPSST P-COD course within six (6) months of hire.
- Out of state certified police officers are exempt from the 16 week basic police course if their out of state training meets DPSST criteria. If out of state training is approved, the candidates must attend and successfully pass a two-week DPSST Police Career Development Course or successfully pass an online DPSST P-COD course within six (6) months of hire.

Professional Competencies

- Proven ability to effectively train personnel in accordance with established law enforcement/public safety training standards.
- Commitment to delivering community-centered awareness and prevention programming.
- Ability to assess critical or emergent situations and determine an appropriate course of action.
- Analytical, decision-making, problem identification, and resolution skills.
- Ability to consistently demonstrate a high degree of personal integrity and emotional maturity.
- Demonstrated experience with and/or commitment to working effectively within an increasingly diverse higher education environment.
- Excellent oral and written communication skills.

Preferred Qualifications

- Associate or Bachelor's degree from an accredited college/university.
- Experience in Higher Educational law enforcement and experience with mandatory crime reporting laws/regulations and other law enforcement specific legal requirements.
- 1 year as a police officer in higher education to include Clery, Title 9 and FERPA
- One (1) year lead work/experience in a supervisory role or equivalent experience such as a detective, corporal, officer in charge, field or police training officer.
- Possession of an intermediate or advanced certificate issued by the Oregon Department of Public Safety Standards and Training.

FLSA Exempt: No

All offers of employment are contingent upon successful completion of a background check.

The University of Oregon is proud to offer a robust benefits package to eligible employees, including health insurance, retirement plans, and paid time off. For more information about benefits, visit <https://hr.uoregon.edu/about-benefits>.

The University of Oregon is an equal opportunity, affirmative action institution committed to cultural diversity and compliance with the ADA. The University encourages all qualified individuals to apply and does not discriminate on the basis of any protected status, including veteran and disability status. The University is committed to providing reasonable accommodations to applicants and employees with disabilities. To request an accommodation in connection with the application process, please contact us at <mailto:uocareers@uoregon.edu> or 541-346-5112.

UO prohibits discrimination on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, pregnancy (including pregnancy-related conditions), age, physical or mental disability, genetic information (including family medical history), ancestry, familial status, citizenship, service in the uniformed services (as defined in federal and state law), veteran status, expunged juvenile record, and/or the use of leave protected by state or federal law in all programs, activities and employment practices as required by Title IX, other applicable laws, and policies. Retaliation is prohibited by UO policy. Questions may be referred to the Office of Investigations and Civil Rights Compliance. Contact information, related policies, and complaint procedures are listed <https://investigations.uoregon.edu/reporting>.

In compliance with federal law, the University of Oregon prepares an annual report on campus security and fire safety programs and services. The Annual Campus Security and Fire Safety Report is available online at <https://clery.uoregon.edu/annual-campus-security-and-fire-safety-report>.

To apply, visit <https://apptrkr.com/6108572>

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