

# **RANCHO VIEJO POLICE DEPARTMENT ESSENTIAL FUNCTIONS FOR COMMISSIONED POLICE OFFICERS**

## **I. PURPOSE AND LEGAL AUTHORITY**

In accordance with the Americans with Disabilities Act of 1990 (42 U.S.C. §12101 et seq.), applicable provisions of the Texas Labor Code Chapter 21, and relevant federal and state case law, the following essential job functions are established as minimum qualifications for employment as a commissioned police officer with the Rancho Viejo Police Department.

These standards are intended to comply with constitutional policing requirements under the Fourth Amendment to the United States Constitution, Fourteenth Amendment to the United States Constitution, and applicable Supreme Court precedent including, but not limited to, *Graham v. Connor*, *Terry v. Ohio*, and *Tennessee v. Garner*.

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## **II. GENERAL SUMMARY**

A commissioned police officer of the Rancho Viejo Police Department is responsible for the protection of life and property, prevention and detection of crime, apprehension of offenders, and enforcement of federal, state, and local laws and ordinances, including the Texas Penal Code and Texas Transportation Code.

Duties include routine patrol, preliminary and follow-up investigations, traffic enforcement, and community engagement. Officers may be assigned specialized roles including, but not limited to, criminal investigations, training, evidence processing, crisis response, and tactical operations.

Officers must exercise sound independent judgment under stressful and potentially dangerous conditions. Work is performed under supervision and evaluated through reports, observation, and performance outcomes.

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## **III. DUTIES AND RESPONSIBILITIES**

### **A. Crime Prevention and Investigation**

Officers shall:

- Conduct proactive and preventive patrol operations within assigned areas;
- Observe and identify criminal activity, hazards, and violations of law;
- Enforce laws consistent with constitutional standards established in *Terry v. Ohio* and *Whren v. United States*;
- Conduct lawful searches and seizures in compliance with the Fourth Amendment;
- Investigate offenses, interview victims and witnesses, and interrogate suspects in accordance with *Miranda v. Arizona*;

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- Identify, detain, and arrest offenders using only objectively reasonable force pursuant to *Graham v. Connor*;
  - Serve warrants and court orders in accordance with Texas law;
  - Prepare cases and testify in judicial proceedings;
  - Enforce traffic laws and investigate crashes;
  - Assist and interact appropriately with juveniles in compliance with Texas Family Code.
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**B. Order Maintenance and Public Assistance**

Officers shall:

- Respond to calls for service, including domestic disturbances and emergencies;
  - Provide first aid and CPR when necessary;
  - Address public hazards and safety concerns;
  - Assist fire and EMS personnel;
  - Investigate deaths in accordance with state law and departmental procedures;
  - Provide aid to individuals in distress;
  - Maintain public order at scenes involving accidents, disasters, or public gatherings.
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**C. Organizational and Administrative Responsibilities**

Officers shall:

- Complete accurate and timely reports;
- Operate communication and records systems;
- Participate in required training under standards set by the Texas Commission on Law Enforcement;
- Maintain all required certifications and licenses;
- Train and mentor personnel when assigned;
- Conduct background investigations as required.

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**IV. WORK CONDITIONS**

**A. Scheduling**

Officers must be available for shift work, including nights, weekends, and holidays, to ensure continuous law enforcement services. Extended hours may be required due to emergencies or operational needs.

**B. Environmental Factors**

Officers must perform duties in environments that may include:

- Extreme weather conditions;
  - Exposure to hazardous materials;
  - Contact with dangerous individuals;
  - Risks associated with emergency vehicle operations and disaster response.
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**C. Infectious Disease Compliance**

In accordance with the ADA and public health standards, the Department will evaluate health risks using objective medical evidence. Decisions will be guided by the legal framework established in *School Board of Nassau County v. Arline*, considering:

- Nature of the risk
  - Duration of the risk
  - Severity of potential harm
  - Probability of transmission
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**V. PHYSICAL AND MENTAL REQUIREMENTS**

**A. Physical Abilities**

Officers must be able to:

- Respond rapidly to emergencies;
- Pursue and apprehend suspects;
- Use force consistent with *Graham v. Connor* and *Tennessee v. Garner*;
- Operate vehicles safely under the Texas Transportation Code;

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- Use firearms and department-issued equipment;
  - Administer first aid and CPR;
  - Function effectively in adverse and prolonged conditions.
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**B. Communication Skills**

Officers must:

- Communicate effectively in English;
  - Interpret verbal and non-verbal cues;
  - Interact professionally with diverse populations.
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**C. Judgment and Decision-Making**

Officers must:

- Apply legal standards to dynamic situations;
  - Make decisions consistent with constitutional protections;
  - Prioritize and manage critical incidents;
  - Exercise discretion within legal and departmental guidelines.
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**D. Psychological and Emotional Stability**

Officers must demonstrate the ability to:

- Maintain composure under stress;
  - Function effectively in traumatic or disturbing situations;
  - Operate without impairment from drugs or alcohol;
  - Perform duties with professionalism and discipline.
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**VI. APPEARANCE AND EQUIPMENT**

All officers must comply with departmental uniform and equipment policies and be capable of utilizing all issued equipment necessary for the performance of their duties.