


# Job Evaluation Rating Document

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Community Safety Officer</u></p> <p><b>Date</b> <u>April 19, 2023</u></p> <p><b>Revised Date</b> _____</p> <p><b>Revised Date</b> _____</p>	<p><b>Code</b></p> <p>536</p>
--	--	-------------------------------

<p><b>Decision Making</b></p> <p>Has some choice of action within accepted practice when responding to emergency/unusual incidents. Uses discretion when arresting / detaining / restraining individuals.</p>	<p><b>Degree</b></p> <p>3.0</p>
---	---------------------------------

<p><b>Education</b></p> <p>Grade 12. Security Officer Applied certificate (Saskatchewan Polytechnic, three hundred twenty five (325) hours).</p>	<p><b>Degree</b></p> <p>2.5</p>
--	---------------------------------

<p><b>Experience</b></p> <p>Eighteen (18) months previous experience working as a Security Officer which includes on the job training to obtain the Community Safety Officer designation. Twelve (12) months on the job to gain knowledge of local civic bylaws and become familiar with department policies and procedures.</p>	<p><b>Degree</b></p> <p>6.0</p>
--	---------------------------------

<p><b>Independent Judgement</b></p> <p>Security work is performed within established procedures. Exercises judgement when responding to crisis or emergency situations and when monitoring suspicious activities as defined by the criminal code and employer policies and procedures.</p>	<p><b>Degree</b></p> <p>3.5</p>
--	---------------------------------

<p><b>Working Relationships</b></p> <p>Uses persuasion and motivation securing cooperation of clients/patients/residents and general public when responding to difficult, specialized or emotionally charged situations.</p>	<p><b>Degree</b></p> <p>4.0</p>
--	---------------------------------

**Job Title**

Community Safety Officer

**Code**

536

<p><b>Impact of Action</b></p> <p>Improper handling of security situations may cause minor embarrassment in public/employee relations. Improper restraint of individuals may result in serious injury/discomfort.</p>	<p><b>Degree</b></p> <p>2.5</p>
<p><b>Leadership and/or Supervision</b></p> <p>May show others how to perform tasks or duties by familiarizing new employees with the work area and processes. Provides functional guidance to internal operating personnel (e.g., site orientation, emergency preparedness).</p>	<p><b>Degree</b></p> <p>1.5</p>
<p><b>Physical Demands</b></p> <p>Regular physical effort walking with periodic heavy effort to physically restrain individuals.</p>	<p><b>Degree</b></p> <p>2.5</p>
<p><b>Sensory Demands</b></p> <p>Regular sensory effort requiring visual attentiveness when patrolling, observing/monitoring individuals, observing security monitors, interviewing and writing reports.</p>	<p><b>Degree</b></p> <p>2.0</p>
<p><b>Environment</b></p> <p>Regular exposure to major disagreeable conditions such as abusive/aggressive individuals, unpredictable weights, sharp objects and blood/body fluids.</p>	<p><b>Degree</b></p> <p>4.0</p>