Midland Memorial Hospital is seeking **highly-qualified**, team-minded Texas Peace Officers who would fit into our West Texas family. We are seeking officers with Texas law enforcement experience and the desire to serve in a professional healthcare environment.

### LATERAL ENTRY PROGRAM

<table>
<thead>
<tr>
<th>YEARS OF TEXAS PEACE OFFICER EXPERIENCE</th>
<th>STARTING EQUIVALENT AT MCHD PD</th>
<th>TCOLE CERTIFICATE REQUIRED</th>
<th>STARTING SALARY</th>
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<tbody>
<tr>
<td>1</td>
<td>Police Officer Basic</td>
<td></td>
<td>$64,529</td>
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<td>3</td>
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<td>$67,395</td>
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<td>15+</td>
<td>Senior Corporal Advanced</td>
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<td>$84,235</td>
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</table>

Title: Job Description and Competency

**Job Title:** Police Officer- Midland County Hospital District

**Department:** Police

**JOB SUMMARY:**

Under direct/indirect supervision, enforce the law, provide service, information and aid to all citizens as circumstances require, prevent crime, suppress disturbances, investigate criminal offenses and arrest offenders. Responsible for enforcement duties for the protection, safety and welfare of patients, staff, visitors and all property within the area under the control and jurisdiction of the Midland County Hospital District dba Midland Memorial Hospital. Exercise independent judgment within the limits prescribed by law, Rules and Regulations of the Board of Directors for the Midland County Hospital District and Police Department policies and procedures.

**ESSENTIAL FUNCTIONS/PERFORMANCE EXPECTATIONS**

- As patient care and/or Hospital need dictates, both the assigned shift and work station may be changed by the department.
- Performs essential job functions with or without reasonable accommodations.
- Ensure the safety of all patients, physicians, guests, visitors, and employees of the Hospital.
  - Investigate criminal and non-criminal incidents reported to the MCHD Police Department and prepare detailed, written reports of the incidents.
  - Establish a high-visibility profile throughout the Hospital and District-owned properties to aid in deterring criminal activity.
  - Preserve the peace using all lawful means, interceding when authorized by law, to prevent or suppress crime.
### POLICE OFFICER- MIDLAND COUNTY HOSPITAL DISTRICT

- Provide service, information and directions to any person on the Midland County Hospital Districts campus.
- Investigate criminal offenses to detect and arrest criminals and recover stolen or lost property.
- Attempt to locate missing persons.
- Enforce traffic law by detecting violations, making violator contacts, placing violators in custody or issuing citations or warnings.
- Prepare reports on all activities, filing them with the supervising officer.
- Discuss cases with prosecuting attorneys, prepare evidence and appear as a witness in court.
- Maintain a professional appearance by wearing a clean uniform with all insignia clean and polished.
- Maintain and regularly clean your issued duty gear (duty weapon, taser, magazines, belt and keepers). Ensure your gear is safe and operable at all times.

### Perform routine walking patrol throughout the interior of all Midland County Hospital District properties.
- Conduct floor-to-floor security patrol and security clocking rounds.
- Perform predetermined locking and unlocking of doors.
- Transport money, medications, and lost and found items according to policy.

### Patrol the exterior of Midland County Hospital District properties on foot and by use of Security vehicles.
- Patrol parking lots, driveways, and emergency traffic areas to detect traffic hazards, parking violations, and deter criminal activity.
- Assist with patient, visitor, guest, and employee vehicle problems when requested.
- Check exterior doors, windows, and gates to ensure they are operational and in good repair.
- Perform locking and unlocking of parking facility entrances.
- Provide police presence in parking facilities during shift change to promote an atmosphere of safety.

### Provide routine and special assignments in the Emergency Department.
- Respond immediately to code situations and emergency calls for assistance.
- Assist with Medivac operations as needed.
- Assist with restraints ordered in line with Department and Hospital policy.
- Effect arrest and issue trespass warnings as directed by law and Hospital policy.
- Assist in receiving, securing, and transporting law enforcement patients.

### Develop and maintain positive working relations with patients, physicians, visitors, guests, and co-workers.
- Display a positive attitude.
- Promote team effort.
- Consistently strive to improve employee and non-employee relations throughout the Hospital.
- Exhibit a courteous demeanor when answering the telephone, using the two-way radio, or personally helping individuals in day-to-day encounters.

### Answer all alarms and emergency calls requiring police assistance.
- Quickly respond to all fire, pharmacy, and panic alarms.
- Respond to Hospital-wide STAT and Emergency calls.
- Meet responding fire department and life support personnel in accordance with policy.
- Anticipate Security’s responsibility regarding the call being answered and be prepared to consider the best interests of all parties concerned.
- Take control of situations as needed and assist when necessary.
- Complete all associated paperwork.

### Secure lost and found articles.
- Receive, tag, log, and make secure all lost and found articles.
- Attempt to contact owners, if known, and make arrangements for return of property.
- Keep lost and found storage area clean, neat, and secure.
- Make proper disposition of articles not claimed within holding period as set out in Departmental Policy and Procedures Manual.

### Respond appropriately regarding safety and life-threatening situations.
- Respond appropriately during inclement weather.
- Respond appropriately to bomb threats.
- Respond appropriately in a disaster situation.
- Provide crowd control.
POLICE OFFICER- MIDLAND COUNTY HOSPITAL DISTRICT

- Demonstrate knowledge of DNV, General Safety, and Job-Specific Safety functions.
- Handle other duties as assigned by the Chief of Police, Assistant Chief, Captain, Lieutenant, Sergeant or their designee.
- Work overtime when needed to ensure staffing levels are met.
- Perform general office duties as assigned or directed.
- Prepare complete, accurate, written reports of incidents as directed by Departmental policy.
- Perform special assignments as directed.
- Observe and report potential or actual safety hazards.

EDUCATION AND EXPERIENCE:
- High School graduate or equivalent.
- Ability to read, write, speak, and understand the English language.
- Be able to follow written and oral instructions.
- Required to hold current Texas Peace Officer’s License through TCOLE.
- One or more years of experience preferred.
- Valid Texas Class C driver’s license required.
- Must be 21 years of age or older.
- Must be able to use computer, typewriter, two-way radio, and telephone.
- Must be able to qualify for Texas Motor Vehicle Insurance.
- Must have visual, auditory and oral factory acuity. Requires lots of standing, walking and climbing.
- Must be able to work under stressful conditions with varying work hours and shifts.

PHYSICAL REQUIREMENTS
To perform this job successfully, an individual must be able to perform each essential responsibility satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The individual must be able to:

- Stand, walk, sit, stoop, reach, lift, see, speak and hear. Lifting is limited to 35 lbs. for clinical staff and to 50 lbs. for non-clinical staff. The individual must use an assisted-lift device or get another individual(s) to assist with the lift that is over these maximum limits.

SUPERVISION REQUIREMENTS
None

Midland Memorial Hospital reserves the unlimited right to revise all or any part of this job description and the essential functions of the job and to add or eliminate essential functions of any position.

This job description in no way states or implies that these are the only duties to be performed by this employee. He or she will be required to follow any other instructions and to perform any duties required by his or her supervisor.