



DOT-WEIGHT ENFORCEMENT OFFICER II

CHARACTERISTICS OF WORK:

This work involves the enforcement of state tax laws; size, weight, and load laws; and substance abuse laws pertaining to the commercial trucking industry. Employees in this class patrol primary and non-major road systems within an assigned territory to intercept trucks attempting to avoid stationary scales or work as stationary scale attendants. Duties performed include: weighing commercial trucks using stationary or portable scales, determining compliance with statutes governing weight, dimensions, load security, proper license plates, and motor fuel tax decals and registrations. Incumbents in this class issue tickets, collect fines, verify permits, and prepare daily reports of activities and amount of fines collected. Supervision may be exercised over lower level officers.

MINIMUM QUALIFICATIONS:

These minimum qualifications have been agreed upon by Subject Matter Experts (SMEs) in this job class and are based upon a job analysis and the essential functions. However, if a candidate believes he/she is qualified for the job although he/she does not have the minimum qualifications set forth below, he/she may request special consideration through substitution of related education and experience, demonstrating the ability to perform the essential functions of the position. Any request to substitute related education or experience for minimum qualifications must be addressed to the State Personnel Board in writing, identifying the related education and experience which demonstrates the candidate's ability to perform all essential functions of the position.

EXPERIENCE/EDUCATIONAL REQUIREMENTS:

Experience:

Two (2) years of experience as a DOT- Weight Enforcement Officer I.

Certification:

Completion of the established training program conducted by the Mississippi Law Enforcement Training Academy.

Required Document:

Applicant must submit a valid copy of certification to verify completion of the training program at the Mississippi Law Enforcement Training Academy.

Special Requirements:

Must not have been convicted by any state or federal government of any crimes, the punishment for which could have been imprisonment in the federal or state prison or institution; nor have been convicted of sufficient misdemeanors to establish a pattern for disrespect for the law.

Employment shall be contingent upon successful completion of the established training program conducted by the Mississippi Law Enforcement Officers' Training Academy for this class and on acceptable record upon investigation of criminal activities.

All candidates will be required to pass a medical examination on medical forms provided by the hiring agency, administered by a physician of agency's choice, and to be paid for by the applicant. Upon successful completion of medical examination, the applicant will be required to successfully pass a Physical Efficiency Battery (PEB). The applicant will be provided a minimum of thirty (30) days to prepare for PEB.

If employed, the employee will be required to successfully complete the Physical Efficiency Battery on a semi-annual basis to ensure employment with agency.

This position requires shift work.

PHYSICAL REQUIREMENTS:

These physical requirements are not exhaustive, and additional job related physical requirements may be added to these by individual agencies on an as needed basis. Corrective devices may be used to meet physical requirements. These are typical requirements; however, reasonable accommodations may be possible.

Heavy Work: May frequently exert force equivalent to lifting up to approximately 50 pounds and/or occasionally exert force equivalent to lifting up to approximately 100 pounds.

Vision: Requires the ability to perceive the nature of objects by the eye.

Near Acuity: Clarity of vision at 20 inches or less.

Midrange: Clarity of vision at distances of more than 20 inches and less than 20 feet.

Far Acuity: Clarity of vision at 20 feet or more.

Peripheral: Ability to observe an area that can be seen up and down or to the left and right while eyes are fixed at a given point.

Depth Perception: Three dimensional vision, ability to judge distances and spatial relationships.

Ability to adjust focus: Ability to adjust the eye to bring an object into sharp focus.

Color: Ability to identify and distinguish colors.

Speaking/Hearing: Possesses the ability to give and receive information through speaking and listening skills.

Taste/Smell: Possesses the ability to use the sense of smell to recognize and distinguish odors. Possesses the ability to use the sense of taste to recognize and distinguish flavors.

Motor Coordination: While performing the duties of this job, the incumbent is regularly required to stand; walk; use hands to finger, handle, or feel objects, tools, or controls; reach with hands and arms; and stoop, kneel, crouch, or bend. The incumbent is frequently required to climb or balance; and sit.

COMPETENCIES:

The following competencies describe the knowledge, skills, abilities, and attributes that lead to a successful employee in this position. An applicant will be expected to exhibit these competencies or the ability to reach competency achievement within a specified time. These competencies are linked to the essential functions of the job. Employees in this position may be evaluated on these competencies as part of the performance appraisal system. Example behaviors are listed below each competency and are used for illustrative purposes only. Specific behaviors may be identified and included later by the hiring agency. It is understood that some of these behaviors might not be acquired until a reasonable time after hire. Failure of an employee to successfully demonstrate some or all of these competencies, as deemed important by his or her reporting official, may result in the employee being placed on a performance improvement plan. If after a reasonable period of time, usually three (3) months, the employee fails to demonstrate successful performance, the employee may be terminated. These competencies include, but are not limited to, the following:

PUBLIC SECTOR COMPETENCIES:

Integrity and Honesty: Demonstrates a sense of responsibility and commitment to the public trust through statements and actions.

Models and demonstrates high standards of integrity, trust, openness, and respect for others. Demonstrates integrity by honoring commitments and promises. Demonstrates integrity by maintaining necessary confidentiality.

Work Ethic: Is productive, diligent, conscientious, timely, and loyal.

Conscientiously abides by the rules, regulations, and procedures governing work.

Service Orientation: Demonstrates a commitment to quality public service through statements and actions.

Seeks to understand and meets and/or exceeds the needs and expectations of customers. Treats customers with respect, responding to requests in a professional manner, even in difficult circumstances. Provides accurate and timely service. Develops positive relationships with customers.

Accountability: Accepts responsibility for actions and results.

Is productive and carries fair share of the workload. Focuses on quality and expends the necessary time and effort to achieve goals. Demonstrates loyalty to the job and the agency and is a good steward of state assets. Steadfastly persists in overcoming obstacles and pushes self for results. Maintains necessary attention to detail to achieve high level performance. Deals effectively with pressure and recovers quickly from setbacks. Takes ownership of tasks, performance standards, and mistakes. Has knowledge of how to perform one's job. Knows the organization's mission and functions and how it fits into state government.

Self Management Skills: Effectively manages emotions and impulses and maintains a positive attitude.

Encourages and facilitates cooperation, pride, trust, and group identity; fosters commitment and team spirit; works effectively and cooperatively with others to achieve goals. Treats all people with respect, courtesy, and consideration. Communicates effectively. Remains open to new ideas and approaches. Avoids conflicts of interest. Promotes cooperation and teamwork.

Interpersonal Skills: Shows understanding, courtesy, tact, empathy, and concern to develop and maintain relationships.

Demonstrates cross cultural sensitivity and understanding. Identifies and seeks to solve problems and prevent or resolve conflict situations. Encourages others through positive reinforcement.

Communication Skills: Receives, attends to, interprets, and responds to verbal messages and expresses information to individuals or groups effectively.

Receives other cues such as body language in ways that are appropriate to listeners and situations. Takes into account the audience and nature of the information; listens to others, attends to nonverbal cues, and responds appropriately. May make oral presentations. Communicates ideas, suggestions, and concerns, as well as outcomes and progress throughout the process of an activity. Provides thorough and accurate information.

Self-Development: Adapts behavior or work methods in response to new information, changing conditions, or unexpected obstacles.

Seeks efficient learning techniques to acquire and apply new knowledge and skills; uses training, feedback, or other opportunities for self-learning and development. Develops and enhances skills to adapt to changing organizational needs. Remains open to change and new information and ideas.

TECHNICAL COMPETENCIES:

Technical Proficiency: The ability and willingness to exhibit competency in the technical areas needed to do a specific job.

Comprehends and correctly applies all state and federal laws and MDOT regulations applicable to the job and/or assignment. Monitors all interstate and non-interstate highway systems to intercept and apprehend violators. Evaluates commercial vehicles and drivers for regulatory compliance with applicable laws. Trustworthy, competent, and moral in all aspects of MDOT activities. Grasps, understands, and demonstrates knowledge presented in training sessions.

Workflow Management: The ability and willingness to perform work within defined specifications and timelines and to manage conflicting priorities.

Completes required and assigned tasks and reports.

Problem Solving/Decision Making: The ability and willingness to work with people to identify and solve problems in order to effectively and efficiently complete assigned tasks.

Effectively deals with difficult issues and people.

Stakeholder Relations: The ability and willingness to interact and communicate effectively with stakeholders.

Works with federal, state, and local officials and regional and local groups. Develops and nurtures relationships with stakeholders.

ESSENTIAL FUNCTIONS:

Additional essential functions may be identified and included by the hiring agency. The essential functions include, but are not limited to, the following:

1. Regulation and enforcement of state statutes.

2. Secures primary, secondary, and non-major road systems to intercept and apprehend potential violators.
3. Screens commercial vehicle drivers' for appropriate paperwork, licensing, and documentation for possible violations of state law.

EXAMPLES OF WORK:

Examples of work performed in this classification include, but are not limited to, the following:

Operate portable and/or stationary scales to weigh commercial trucks to determine compliance with state tax laws.

Issue trip lease permits, fuel tickets, overweight and over-width permits, tag applications, adjustments, and public service permits.

Patrol areas utilized by commercial truckers attempting to bypass stationary scales, detain trucks and weigh vehicles with portable scales to determine scope of violation.

Assist in manning special enforcement details to conduct intensive enforcement activities in areas with high volumes of violations.

Issue tickets and collect fines from truckers not in compliance with state weights and standards law.

Pursues and arrests truckers who fail to stop at stationary scale stations.

Performs related or similar duties as required or assigned.

INTERVIEW REQUIREMENTS:

Any candidate who is called to an agency for an interview must notify the interviewing agency in writing of any reasonable accommodation needed prior to the date of the interview.