

Personnel Reform Agency Transition Guidelines

Law Enforcement Positions

HB 2571 identifies certain provisions that apply to employees in positions that require certification as a full authority peace officer by the Arizona Peace Officer Standards and Training Board. Employees in this type of position may remain covered and will not be required to become at-will uncovered unless the employee voluntarily elects to become at-will uncovered. Also, covered employees in positions that require the full authority peace officer certification have the opportunity to appeal certain disciplinary actions to the Law Enforcement Merit System Council instead of the State Personnel Board.

The Arizona Peace Officer Standards and Training Board (AZ POST) provides certification for four categories of peace officers (R13-4-101):

- "Full-authority peace officer" means a peace officer whose authority to enforce the laws of this state is not limited by this Chapter.
- "Specialty peace officer" means a peace officer whose authority is limited to enforcing specific sections of the Arizona Revised Statutes or Arizona Administrative Code, as specified by the appointing agency's statutory powers and duties.
- "Limited-authority peace officer" means a peace officer who is certified to perform the duties of a peace officer only in the presence and under the supervision of a full-authority peace officer.
- "Limited correctional peace officer" means a peace officer who has authority to perform the duties of a peace officer only while employed by and on duty with the Arizona Department of Corrections, and only for the purposes of guarding, transporting, or pursuing persons under the jurisdiction of the Arizona Department of Corrections.

Objective 1: To identify employees in your agency who are in positions that require AZ POST certification.

Objective 2: For each employee in your agency appointed to a position that requires AZ POST certification, identify the category of certification required.

ADOA has prepared a spreadsheet for each agency identifying employees that are in positions that are believed to require AZ POST certification. We would appreciate it if you would review and validate this list.

- In the last column of the spreadsheet, please identify the proper category of peace officer certification using the codes below:
 - FA = Full Authority Peace Officer
 - SP = Specialty Peace Officer
 - LA = Limited-Authority Peace Officer
 - LC = Limited Correctional Peace Officer

In conjunction with this review, it may be appropriate for your agency to confirm that all of the employees appointed to the positions/classifications noted above do in fact have the required certification from AZ POST. Any employee that does not have such certification may be inappropriately classified and ADOA is prepared to assist you in rectifying those situations.

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Action Item: Agencies should review the positions/classifications listed on the spreadsheet, and make any corrections necessary. In addition, agencies should identify the appropriate certification that is required for the position using the codes identified above. Completed spreadsheets should be returned to the Human Resources mailbox by July 20, 2012.