

Securitas Law Enforcement Officer (LEO)

I. Minimum Qualification Requirements

a. Background:

- Be a citizen of the U.S. or a national/permanent resident alien
- Have a valid driver's license
- No felony convictions for abuse of a household member under Lautenberg or documented truthfulness infractions in violation of Giglio/Henthorn for federal impeachment proceedings.

b. Education:

- Have graduated with a high school diploma or GED, including completion of courses in English spelling, grammar, punctuation, ability to read and understand complex information and write reports
- Having a bachelor's degree is preferred but not necessary

c. Experience:

Have at least two (2) years of professional experience as a law enforcement officer after graduating from a recognized and bonafide law enforcement or military academy in the U.S., i.e., federal, state, county.

d. Employment Conditions:

All applicants must be available to work rotating shifts, including evenings, weekends, holidays, and on-call.

e. Age:

Minimum age of 22 years for Contract Security Supervisor (CSS)/LEO

f. Firearm Requirements:

- Shall be qualified and recertified semi-annually, through live fire training program consistent with local law enforcement agency (State and counties within the State) standards to carry a 9mm handgun. Such qualification must be done within ninety (90) days prior to employment. Qualification will also be required for any other weapons issued or approved for use by the State at specified airports with necessary documentation provided to the ADSM. Weapons may include animal control guns and riot control/ terrorist response weapons.

g. Other:

- Possess the aptitude to effectively supervise Contractor's personnel and work effectively with airport management, tenants, other law enforcement agencies and the public on matters relating to security disputes, complaints on the performance, conduct or behavior of subordinate employees.
- CSS/LEO employees are required to be recertified every two (2) years from the start of their employment with a new FBI fingerprint check and STA.

II. Physical Ability Test (PAT)

Complete an Occupational Health Physical as administered through Human Resources, Securitas Security Services USA, Inc.

III. Criminal History Check and Comprehensive Background Check

An applicant may be invited to an interview with members of Securitas supervisors. The results of this interview will determine if a criminal history check and comprehensive background check will be performed. If so, you must sign consent, authorization and request to release information/waiver form, as well as complete a personal history questionnaire.

Three background checks are completed on each applicant during the hiring process. In addition, it is required that all security personnel obtain AOA badges, which requires fingerprinting and a federal security threat assessment.

A.) Securitas uses **Pinkerton National Detective Agency** for employee background checks that include:

- Security Number
- Address
- Education
- Work History

The Pinkerton background check will search national and international records of the past seven (7) years for any criminal activities linked to addresses and Social Security Number. Securitas HR department conducts the pre-hire background checks.

Pinkerton, founded as the Pinkerton National Detective Agency, is a private security guard and detective agency established in the United States by Allan Pinkerton in 1850 and currently a subsidiary of Securitas AB.

B.) The **State of Hawaii's Hawaii Criminal Justice Data Center's Adult Criminal Information (eCrim)** background check searches the same items listed above for all years, not only the past seven (7) years, for any State of Hawaii

convictions.

C.) **Criminal History Records Check (CHRC).** When the LEO, CSS and Contract Security Manager (CSM) background checks are completed, documentation is forwarded to the State of Hawaii DOT for confirmation. The State of Hawaii DOT forwards all LEO/CSS/CSM applications to Washington, DC for the Criminal History Records Check (CHRC).

IV. Medical/Physical Exam and Drug Test

Pass a complete one-time physical examination within the past six (6) months, to include drug testing and also random drug and alcohol testing every year. All expenses related to the random drug and alcohol testing shall be borne by the Contractor. The following are the minimum physical requirements:

- Correctable vision to 20/30 each eye.
- Must be able to hear at a normal conversational level. A hearing aid may be used to meet this requirement.
- Must be physically able to serve a normal shift walking; standing; manning security gates and checkpoints; using stairs, escalators, parking ramps; operating motor vehicles or power carts; and directing and managing traffic.
- Must be able to exercise physical force, if required, in the execution of their official duties.

V. Training Requirements:

The Contractor shall train and require all of its officers to understand the provisions of HRS 261-17. Each officer commissioned pursuant to HRS 261-17 is charged with the responsibility to enforce all State laws and ordinances using the police powers commissioned under HRS 261-17, including arresting persons for violations of State and local laws.

To certify a new recruit, the recruit must complete one of the following approved programs:

1. Certified State law enforcement recruit training
2. Certified county law enforcement recruit training
3. Military police training
4. Federal law enforcement training
5. Programs approved by the Director

VI. Airport Security Program (ASP):

CSS/LEO training shall include, but not be limited to:

1. The use of firearms (semi-annual)
2. Approved use of force policy, escalated use of force and deadly force (annual refresher)
3. "Aloha Spirit" (annual refresher)
4. Responsibilities under the State ASP (annual refresher)
5. Constitutional law; federal, State, county laws, including but not limited to HRS 261-17 (annual refresher)
6. Title 19, HAR, and Airport Certification Manual (annual refresher)
7. State, county and airport motor vehicle laws, rules and regulations, American Disabilities Act, as amended (ADA) parking rules (annual refresher)
8. Probable cause, search, seizure, detention, proper investigation and arrest (annual refresher)
9. Certified basic first aid, Cardiopulmonary resuscitation (CPR) (American Heart Association – Basic Life Support for healthcare providers) and automated external defibrillator (AED) training (annual refresher)
10. Procedures for bombs and explosives (annual refresher)
11. Hazardous materials first responder awareness course (annual refresher)
12. Report and citation writing (annual refresher)
13. Crowd control and terrorist activities (annual refresher)
14. Airport Movement Area Driver Training (annual refresher)
15. Evidence handling and custody
16. Court demeanor and testifying training
17. Emergency evacuation procedures
18. Airport terminal passenger security evacuation "dump" procedures
19. Familiarity training of airport layout, access doors, access gates, checkpoints, emergency exits, fire exits, medical facilities, etc.
20. National Incident Management System (NIMS) Incident Command Systems (ICS) 100, 200 and 700. CSM, DCSM and CSS shall be required to take ICS 300 and 400
21. Any other training courses as the need arises and approved by AIR-LC, to include any recurrent training
22. Storm water training per the State's Storm Water Management Program

VII. Securitas Online Academy:

1. How to comply with the Globally Harmonized System (GHS)
2. Terrorism Threat Awareness and WMD Training for Security Officers
3. Emergency Preparedness
4. Terrorism Threat Awareness and Refresher Training for Security Officers
5. SecuritasVision 2.0 (OSGM) System for officers (Android)
6. SecuritasVision 2.0 (OSGM) System for officers (Desktop)