



**SAFETY SENSITIVE POSITION**

**Muscogee (Creek) Nation  
Human Resource Management Services**

Employee Requisition

PO BOX 580  
OKMULGEE, OK 74447  
Telephone (918) 732-7827  
Toll-Free (800) 482-1979  
Fax (918) 756-2284

Submitted Date 2/28/2024 10:09 AM	Employee Requisition Number <b>ER-24240</b>	<b>JOB OPPORTUNITY</b>	
Title/Position: <b>POLICE OFFICER</b>			
Pay Grade SG 14	Salary Range \$51,188-66,809	Classification Full Time	
Department: LIGHTHORSE	Location: Okmulgee	Location Code: 30	FT/PT Full Time

**COMPLETED EMPLOYMENT APPLICATION IS REQUIRED.  
MUSCOGEE (CREEK) AND INDIAN PREFERENCE.**

General Summary:	To be qualified for the position of police officer, a person shall be 21 years of age have fifteen hours of college credit and currently be working towards an Associate's degree and CLE ET certification. All persons who are employed as Lighthorse police officers as of the date of enactment of this law shall be afforded three years to complete the requirement of completion of fifteen hours of college credit; provided they continue to work towards their Associate's Degree. The Nation shall assist said officers in obtaining the funding needed to complete the college hours; provided that if special appropriations are made to pay for college credit, the officer shall sign a contract requiring repayment of the funds if the officer leaves or is terminated from employment with the Nation within a specific time.
Principal Duties and Responsibilities:	1. Apprehend and arrest on view or warrant and bring to justice all Indian violators of Muscogee (Creek) Nation Law; 2. Apprehend and arrest all persons violating federal and state law if authorized by a Cross-Deputization Agreement and turn them over to the proper authorities; 3. Suppress all riots, affrays, and unlawful assemblies that may come to their knowledge, and generally keep the peace; 4. Serve all warrants, writs, executions, and other processes properly directed and delivered to them; 5. Carry out all orders of the District Court and the Supreme Court of the Muscogee (Creek) Nation; and 6. Perform all duties pertaining to the office of the police officer.
Minimum Requirements:	Must be 21 years of age and have at least 15 hours working toward an Associate's Degree.
Preferred Requirements:	Associates Degree and CLE ET Certified
Valid Oklahoma Driver's License required?	Yes
Please list any additional licenses required:	

**Customer Service:**

Responds promptly to customer needs; Responds promptly to voicemails and



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**Professionalism/  
Interpersonal Skills:**

emails.

Maintains confidentiality; Keeps emotions under control; Approaches others in a tactful manner; Reacts well under pressure; Treats others with respect and consideration regardless of status or position.

**Time Management:**

Prioritizes and plans work activities; Uses time efficiently; Sets goals and objectives.

**Oral Communication:**

Speaks clearly and persuasively in positive or negative situations; Participates in meetings.

**Written Communication:**

Writes clearly and informatively; Able to read and interpret written information.

**Analytical Skills:**

Collects and researches data; Uses intuition and experience to complement data.

**Teamwork:**

Balances team and individual responsibilities; Exhibits objectivity and openness to others' views. Gives and welcomes feedback; Contributes to building a positive team environment; Supports everyone's efforts to succeed.

**Leadership:**

Inspires respect and trust; Motivates and effectively influences others; Provides appropriate recognition; Identifies and resolves problems in a timely manner; Uses sound judgement; Makes timely decisions.

**Ethics:**

Works within the approved budget; Conserves organizational resources. Treats people with respect; Keeps commitments; Inspires the trust of others; Works with integrity and ethically; Upholds organizational values. Adheres to policies and procedures.

**Organizational Support:**

Follows policies and procedures; Supports organization's goals and values.

**Quality:**

Demonstrates accuracy and thoroughness.

**Quantity:**

Completes work in timely manner.

**Safety and Security:**

Observes safety and security procedures, including cyber security.

**Attendance/Punctuality:**

Regular and on time attendance. Arrives at meetings and appointments on time.

**Dependability:**

Follows instructions, responds to management direction; Takes responsibility for own actions.

**Physical Demands:**

While performing the duties of this Job, the employee must regularly lift and /or move up to 10 pounds and occasionally lift and/or move:

- Up to 50 lbs.  Up to 100 lbs.  Over 100 lbs.  Physical Exam

**Work Environment:**

The work environment characteristics described here are representative of those an employee encounters while performing essential functions of this job.

While performing the duties of this Job, the employee is regularly exposed:

- Fumes or airborne particles  Outside weather conditions  Toxic or caustic chemicals  
 Risk of electrical shock  Vibration  Loud Noise

**Would this Open Position be considered a Safety Sensitive Position?** Check All that Apply



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Note: If **any** box is checked **THIS IS A SAFETY SENSITIVE POSITION (No failed drug test is tolerated)**.

- The handling, packaging, processing, storage, disposal or transport of hazardous materials.
- The operation of an MCN vehicle as part of your primary job function, operation of equipment, machinery or power tools.
- Repairing, maintaining or monitoring the performance or operation off any equipment, machinery or manufacturing process (preparing food where knives and kitchen equipment is used), which could result in injury or property damage.
- Performing Firefighting, First Responder or EMT duties.
- The operation, maintenance or oversight of critical services and infrastructure including but not limited to electric, gas, and water utilities, power generation or distribution.
- Dispensing Pharmaceuticals.
- Direct patient care or Direct Child, Elderly, or Disabled care.
- An individual performing security, surveillance or law enforcement duties.
- Jobs/positions within MCN governed under the rules/jurisdiction of the Dept. of
- None of these apply.

#### **Disclaimer:**

The above statements are intended to describe the general nature and level of work being performed by people assigned to this job. They are not intended to be an exhaustive list of all responsibilities, duties and skills required of personnel so classified.

#### **Public Relations:**

Important attributes of any employee of the Muscokee Nation, along with the official performance of duties, are personal appearance and public relations. Each employee is expected to make every effort to be well-informed about the institution, pleasant, courteous and cooperative, and to act in a manner to command respect of co-workers and all other personnel. An optimistic attitude, patience and tolerance will help each employee in nearly all situations at the institution.

#### **MCN Policy Requirements:**

All Employees are subject to pre-employment background checks and drug testing. According to MCN Policy Section 502:Page 12/Section 503 110-111. All applicants must pass a drug test before beginning work. Any candidate who fails or refuses a drug test shall be withdrawn from employment consideration.

#### **Medical Marijuana License Holder Protection and Non-Discrimination**

A. Unless a failure to do would cause The Muscokee (Creek) Nation to imminently lose a monetary or licensing related benefit under federal law or regulations and with the exception of employees whose jobs are safety sensitive or primary job function is driving, The Muscokee (Creek) Nation shall not discriminate against a person in hiring, termination, or imposing any term or condition of employment or otherwise penalize a person based upon either: a. Solely, the person's status as a medical marijuana license holder; or b. Solely, the results of a drug test showing positive for marijuana and its components. B. Employees that are medical marijuana card holders shall not use, possess or be under the influence while at their place of employment or during hours of employment.