



Office of Human Resources  
Criminalist III - CE3184  
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### General Statement of Duties

Performs professional lead level forensic crime scene investigation, training, and analysis work conducting field casework collecting, analyzing, and processing complex crime scene evidence and testifying in courts of law.

### Distinguishing Characteristics

This class performs professional level forensic crime scene investigation and forensic video and imaging analysis work conducting field casework collecting, analyzing, and processing complex crime scene evidence and testifying in courts of law. This position is a senior trainer within the unit and is responsible for the training and evaluation of new Criminalist Technicians, Criminalist I, and Criminalist II positions. Provides and organizes internal training to Criminalists and actively seeks to bring external training opportunities to the unit. This class may lead internal validation, verification, and research projects with peers. This class is distinguished from the Criminalist II who performs professional level forensic work.

This class is distinguished from the Criminalist Technician, and Criminalist I who are not responsible for training new incumbents, organizing internal training to peers, seeking to bring external training to the Unit, or overseeing validation, verifications, or research projects. This class is distinguished as the senior trainer for the Criminalist Technician, Criminalist I, and Criminalist II positions.

This class is also distinguished from the Criminalist Supervisor, who performs professional and supervisory work over forensic crime scene investigation staff members, provides leadership and direction, devises and evaluates performance standards for the assigned area, and develops long range and short-term goals and objectives for the assigned area in conjunction with departmental plans and goals.

### Level of Supervision Exercised

By position, performs lead work.

### Essential Duties

Works independently and in teams to identify, collect, preserve, package, document and present biological evidence, friction ridge evidence, impression evidence, and other physical evidence on routine and complex cases.

Performs advanced crime scene processing, to include bloodstain pattern documentation, crime scene reconstruction, trajectory analysis, and other specialized techniques that require detailed technical knowledge and training.

Provides training in the field of Crime Scene Investigation as the senior trainer, documents and evaluates trainees on their progress in the training program, provides performance feedback to trainees, and provides training updates to Criminalist Supervisors. Consistently provides internal training to employees within the Criminalist series and actively seeks to bring external training to the unit.

Performs verifications and validations on crime scene equipment.

Leads research projects within the unit.

Conducts processing in the laboratory to develop and preserve evidence.

Attends autopsies to photograph injuries and collect additional evidence.

Prepares detailed technical departmental reports.

Documents evidence for submission to the Property and Evidence Section for storage.

Maintains proper chain of custody on evidence and proper packaging to preserve and prevent contamination.

Prepares for and testifies in court as a witness in connection to the scenes processed and evidence recovered and preserved.

By position, provides work instruction and assists employees with difficult and/or unusual assignments.

By position, reviews work for accuracy and completeness, and returns assignments with recommendations for proper completion.

By position, resolves problems encountered during daily operations and determines appropriate solutions.

Performs other duties as assigned.

Any one position may not include all the duties listed. However, the allocation of positions will be determined by the amount of time spent in performing the essential duties listed above.

### **Competencies**

Attention to Detail – Is thorough when performing work and conscientious about attending to detail.

Decision Making - Specifies goals and obstacles to achieving those goals, generates alternatives, considers risks, and evaluates and chooses the best alternative to make a determination, draw conclusions, or solve a problem.

Oral Communication - Expresses information to individuals or groups effectively; taking into account the audience and nature of the information; makes clear and convincing oral presentations; listens to others, attends to nonverbal cues and responds appropriately.

Problem Solving – Identifies problems; determines accuracy and relevance of information; uses sound judgment to generate and evaluate alternatives, and to make recommendations.

Reading – Understands and interprets written material, including technical material, rules, regulations, instructions, reports, charts, graphs, or tables; applies what is learned from written material to specific situations.

Working with People - Shows respect for the views and contributions of other team members. Shows empathy, listens, supports, and cares for others, and reconciles conflict

Writing – Writes in a clear, concise, organized, and convincing manner for the intended audience.

### **Knowledge & Skills**

Skill in performing measurements of evidence at crime scenes using a variety of manual, electronic, and computerized measuring devices.

Knowledge of the general operation of a variety of weapons.

Knowledge of the proper use of latent print powders, chemicals, cyanoacrylate fuming, alternate light sources, and specialized equipment to detect, locate, recover, and preserve trace evidence, impression evidence, and biological fluids.

Knowledge of the scientific principles, methods, and processes used to conduct a systematic and objective inquiry including study design, collection, analysis, and interpretation of data, and the reporting of results.

### **Education Requirement**

Bachelor's Degree in Criminal Justice, Chemistry, Biology, or a related field.

### **Experience Requirement**

Five (5) years of experience at the Criminalist II level.

### **Education & Experience Equivalency**

One (1) year of the appropriate type and level of experience may be substituted for each required year of post-high school education.

Additional appropriate education may be substituted for the minimum experience requirements.

### **Licensure & Certification**

By position, requires a valid Driver's License at the time of application.

Ability to obtain IAI Certified Crime Scene Analyst certification, within one year of employment.

Ability to obtain a Commercial Driver's License within one year of employment.

By position, ability to complete LEVA Levels 1-4 training within 3 years of employment.

It is a condition of employment that the Denver Police Forensics & Evidence Division form for consent for collection of a DNA sample be completed at the time of hire.

Licenses and certifications must be kept current as a condition of employment.

### **Working Environment**

Subject to varying and unpredictable situations.

Subject to many interruptions.

Pressure due to multiple calls and inquiries.

Potential exposure to chemicals, gas and low-level radiation.

Potential exposure to cold weather conditions (indoor/outdoor).

Potential exposure to hazardous anesthetic agents, body fluids, and bio-wastes.

Potential exposure to hazardous conditions where there is danger to life, body, and/or health.

Potential exposure to hazardous/toxic chemicals.

Potential exposure to hazards from electrical/mechanical/power equipment.

Potential exposure to hot and humid work environment.

Potential exposure to housekeeping/cleaning agents/chemicals.

Potential exposure to infections and contagious diseases.

Potential exposure to odorous chemicals and specimens.

Potential exposure to pesticides or fertilizers.

Potential exposure to risk of blood-borne diseases.

Potential exposure to unpleasant elements (accidents, injuries, and illnesses).

Handles emergency or crisis situations.

Noise: sufficient noise to cause distraction.

Subject to hazards of flammable or explosive gases.

Subject to long, irregular hours.

Subject to: traffic, roadways, and pedestrians.  
Subject to precarious or high locations.  
Wet: frequent contact with water or other liquid.  
Works in confined, uncomfortable or awkward locations.

### Level of Physical Demand

3-Medium (20-50 lbs.)

### Physical Demands

(Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs.):

Standing: remaining on one's feet in an upright position.  
Walking: moving about on foot.  
Lifting: raising or lowering objects weighing no more than 50 pounds, from one level to another.  
Carrying: transporting an object, usually by hand, arm, or shoulder.  
Climbing: Ascending or descending objects.  
Crawling: moving about on hands and knees or hands and feet.  
Kneeling: bending legs to come to rest on one or both knees.  
Balancing: maintaining body equilibrium to prevent falling over.  
Stooping: bending the body by bending spine at the waist.  
Crouching: bending body downward and forward by bending legs.  
Reaching: extending the hand(s) and arm(s) in any direction.  
Handling: seizing, holding, grasping, or otherwise working with hands.  
Fingering: picking, pinching, or otherwise working with fingers.  
Feeling: perceiving attributes of objects by means of skin receptors.  
Pulling: Exerting force upon an object so that it is moving to the person.  
Pushing: exerting force upon an object so that the object is moving away from the person.  
Talking: expressing or exchanging ideas by means of spoken words.  
Hearing: perceiving the nature of sounds by the ear.  
Repetitive motions: making frequent movements with a part of the body.  
Eye/hand/foot coordination: performing work through using two or more.  
Far acuity: ability to see clearly at 20 feet or more.  
Near acuity: ability to see clearly at 20 inches or less.  
Depth Perception: ability to judge distance and space relationships.  
Field of Vision: ability to see peripherally.  
Accommodation: ability to adjust vision to bring objects into focus.  
Color Vision: ability to distinguish and identify different colors.  
Smell: ability to perceive or detect a variety of odors.

### Background Check Requirement

Criminal Check  
Education Check  
Employment Verification  
By position, Motor Vehicle Record

### Assessment Requirement

Psychological, Suitability, Polygraph, and Physical assessments prior to hire.

**Probation Period**

Six (6) months.

**Class Detail**

**Pay Grade: E-628**

**FLSA Code: N**

**Established Date: 7/14/2019**

**Established By: SO**

**Revised Date:**

**Revised By:**

**Class History:**