



**COUNTY OF SANTA CLARA  
INVITES APPLICATIONS FOR THE POSITION OF:**

**Latent Fingerprint Examiner III**

*An Equal Opportunity Employer*

**SALARY**

\$45.61 - \$55.18 Hourly    \$3,648.40 - \$4,414.24 Biweekly    \$7,904.87 - \$9,564.19 Monthly  
\$94,858.40 - \$114,770.24 Annually

**ISSUE DATE:** 09/28/18

**FINAL FILING DATE:** Continuous. If the Final Filing Date states "Continuous", the application filing period may close any time after ten business days from the issue date of this job announcement if sufficient qualified applications have been received. Postmarks are not acceptable, therefore it is important to submit your application as soon as possible.

**THE POSITION**

Under general direction, performs technical level work of unusual difficulty as a Certified Latent Print Examiner in fingerprint examination for criminal identification and evidence classification.

**For more information, contact Tim Fayle at (408) 808-4744.**

**TYPICAL TASKS**

- Provides technical guidance to lower level staff in fingerprint examination, classification and identification duties and evaluates and reviews assignments and unit casework;
- Collects, develops, evaluates, compares and identifies latent fingerprints or other impression evidence found at major crime scenes or submitted to the laboratory, including whole, partial, fragmentary or distorted latent finger and palm prints;
- Operates and trains others on use of computers and computer-related equipment associated with automated fingerprint identification systems;
- Prepares field and laboratory notes and analytical reports;
- Prepares courtroom displays and photographic exhibits;
- Provides expert testimony and methodology and identification in all aspects of latent print processing in court and formal hearings;
- Uses fingerprint comparators, magnifiers, ridge counters and other technical and scientific equipment for observing and comparing latent prints;
- Maintains communications with Federal, State and local law enforcement agencies and identification units;
- Searches for evidence at crime scenes that may be hazardous;
- Provides input to procedures for training lower level Latent Fingerprint Examiners in a variety of fingerprint identification and classification procedures;

- Responsible for quality control of application of standard operating procedures for cases completed;
- May be assigned as a Disaster Service Worker, as required;
- Performs related work as required.

### **EMPLOYMENT STANDARDS**

Possession of and the ability to maintain current Latent Print Examiner Certification from the International Association for Identification (IAI) or equivalent upon appointment.

AND

Four (4) years of experience developing latent prints and analyzing fingerprints for identification in a public jurisdiction or law enforcement agency, two (2) of which include experience as a Latent Fingerprint Examiner II with Santa Clara County or equivalent.

### **Special Requirements:**

Possession of a valid California Driver's License upon appointment and the ability to qualify for and maintain a County Driver's permit.

Ability to work varying shifts (i.e. Day, Swing, and Graveyard), including weekends and holidays.

### **Knowledge of:**

- Methods and procedures for manual and automated latent print analysis, such as matching, processing, and comparison and identification techniques, including chemical, laser and physical processes;
- Fingerprint classification systems, theories, principles and scientific basis for fingerprint identification;
- Automated and manual classification and searching identification systems;
- Laws of evidence, criminal procedures and courtroom procedures;
- Safe work practices in a laboratory setting and at crime scenes, including related safety equipment;
- Computer equipment and software associated with automated fingerprint identification systems, as well as word processing and other related computer applications.

### **Ability to:**

- Provide technical guidance to others in latent print comparison and identification and fingerprint classification;
- Evaluate and review the work performance and monitor and maintain work flow;
- Prepare latent print evidence for presentation in court;

- Recognize and distinguish patterns that are necessary for latent print comparison processes;
- Prepare and maintain all necessary laboratory records and technical reports;
- Understand and operate automated fingerprint identification systems;
- Communicate effectively, orally and in writing;
- Establish and maintain effective working relationships with representatives of law enforcement agencies and those contacted in the course of work.

**VETERANS PREFERENCE INFORMATION:** Any veteran who has submitted a copy of their DD214 form, and received a discharge of other than dishonorable, from the armed forces showing service in any branch of the United States military will be given a preferential credit of five percent (ten percent for those identified as disabled veterans), after attaining a passing examination score for a numerically scored examination, as applicable by Memorandum of Understanding.

**THE EXAMINATION PROCESS:** The examination process may include one or more of the following: application review, application appraisal, preliminary competitive rating, performance test, written test, and/or oral interview examination.

This recruitment may require completion of Supplemental Questions in order to evaluate your education, training and experience relative to the required knowledge and abilities for the position you are applying for.

Your responses to the questions may also be reviewed and scored in a Competitive Rating evaluation process based on pre-determined rating criteria. Your answers should be as complete as possible, as no additional information will be accepted from applicants once the Competitive Rating evaluation has begun.

\*New Hires shall be subject to a pre-employment criminal background check.

**DISASTER SERVICE WORKERS:** Under California law, all County employees are designated as Disaster Service Workers (DSW). In the event of a catastrophic event, County employees may be expected to fulfill emergency action assignments. As DSW's, they may be assigned to assist in any disaster service activity that promotes the protection of public health and safety and preservation of lives and property.

**INFORMATION ON PERS CONTRIBUTION:** For new members, salaries above a limitation imposed by federal law (that limit per IRS is \$121,388 for 2018): (1) neither the County nor the employee makes contributions to PERS on the portion of salary that exceeds the limit, and (2) the portion of the salary that exceeds the limit is not used by PERS to calculate the retirement benefit. If you were a member prior to January 1, 2013, the limit is \$275,000 for 2018.

APPLICATIONS MAY BE OBTAINED AND FILED ONLINE AT:

<http://www.sccjobs.org/>

OR

70 W. Hedding Street, 8th Floor, East Wing  
San Jose, CA 95110

EXAM #18-V4T-J  
LATENT FINGERPRINT EXAMINER III  
NL

### **Latent Fingerprint Examiner III Supplemental Questionnaire**

- \* 1. Please answer the following questions. Completion of the following supplemental questions is REQUIRED for your application and is an integral part of the evaluation process. Initially, it will be used to determine minimum qualifications. For those applicants

meeting the employment standards, this information will be critical in the subsequent competitive assessment to identify those candidates to be invited to continue in the examination process. Your responses to the questions may also be reviewed and scored in a Competitive Rating evaluation process based on pre-determined rating criteria. Your answers should be as complete as possible, as no additional information will be accepted from applicants once the Competitive Rating evaluation has begun. **Please include the name of employer, job title, dates of employment and number of hours worked per week for questions asking about your experience. A response of "see resume" or "see application" will deem your application incomplete. Vague, incomplete or non-responsive answers could result in no or low scores in a competitive rating process.** Do you understand this requirement?

- Yes
- No

\* 2. What is the highest level of education you have completed?

- 8th Grade
- High School or GED
- College (1 to 29 semester units / 1 to 44 quarter units)
- College (30 to 59 semester units / 45 to 89 quarter units)
- College (60 to 89 semester units / 90 to 134 quarter units)
- College (90 to 119 semester units / 135 to 179 quarter units)
- College (120 or more semester units / 180 or more quarter units)
- Associate's Degree
- Bachelor's Degree
- Master's Degree
- Doctoral Degree

\* 3. Do you possess a Bachelor's Degree from an accredited college in any of the following?

- Forensic Science
- Criminalistics
- Natural Sciences
- Physics
- Biology
- Chemistry
- Closely related field
- None of the above

\* 4. If you chose "Closely related field" in question #3, please enter your degree and your field of study.

\* 5. How many years of experience do you possess in developing latent prints and analyzing fingerprints for identification in a public jurisdiction or law enforcement agency?

- None
- Less than one year
- One to less than two years
- Two to less than three years
- Three to less than four years
- Four or more years

\* 6. Please describe your experience developing latent prints and analyzing fingerprints for identification in a public jurisdiction or law enforcement agency Include the name of the employer, the dates of employment, job title, hours worked per week, and job duties. You may include more than one employer. If none, type "N/A"

- \* 7. How many years of experience do you possess equivalent to a Latent Fingerprint Examiner II the County of Santa Clara?
- None
  - Less than one year
  - One to less than two years
  - Two to less than three years
  - Three to less than four years
  - Four or more years
- \* 8. How many years of experience do you possess performing skilled technical level work in latent fingerprint examination for criminal identification and evidence classification?
- None
  - Less than one year
  - One to less than two years
  - Two to less than three years
  - Three to less than four years
  - Four or more years
- \* 9. How many years of experience do you possess processing evidence for the development of latent fingerprints?
- None
  - Less than one year
  - One to less than two years
  - Two to less than three years
  - Three to less than four years
  - Four or more years
- \* 10. Please describe your experience processing evidence for the latent fingerprint development. Include the name of the employer, the dates of employment, job title, hours worked per week, and job duties. You may include more than one employer. If none, type "N/A"
- \* 11. How many years of experience do you possess in latent fingerprint comparison?
- None
  - Less than one year
  - One to less than two years
  - Two to less than three years
  - Three to less than four years
  - Four or more years
- \* 12. Please describe your experience with latent fingerprint comparison. Include the name of the employer, the dates of employment, job title, hours worked per week, and job duties. You may include more than one employer. If none, type "N/A"
- \* 13. How many years of experience do you possess searching latent fingerprints in various AFIS databases?
- None
  - Less than one year
  - One to less than two years
  - Two to less than three years

- Three to less than four years  
 Four or more years
- \* 14. Please describe your experience searching latent fingerprints in various AFIS databases. Include the name of the employer, the dates of employment, job title, hours worked per week, and job duties. You may include more than one employer. If none, type "N/A"
- \* 15. How many years of experience do you possess writing reports?
- None  
 Less than one year  
 One to less than two years  
 Two to less than three years  
 Three to less than four years  
 Four or more years
- \* 16. Please describe your experience writing reports. Include the name of the employer, the dates of employment, job title, hours worked per week, and job duties. You may include more than one employer. If none, type "N/A"
- \* 17. How many years of experience do you possess testifying in court?
- None  
 Less than one year  
 One to less than two years  
 Two to less than three years  
 Three to less than four years  
 Four or more years
- \* 18. Please describe your experience testifying in court. Include the name of the employer, the dates of employment, job title, hours worked per week, and job duties. You may include more than one employer. If none, type "N/A"
- \* 19. Do you possess current Latent Fingerprint Examiner Certification from the International Association of Identification (IAI)?
- Yes    No
- \* 20. Evidence Processing for the Development of Latent Fingerprints – Place a checkmark next to any additional evidence processing techniques you have consistently utilized in casework:
- 1, 2 – Indanedione  
 5-MTN  
 Oil Red O  
 Iodine Fuming  
 Coomassie Blue or Crowle's Double Stain  
 Diaminobenzidine  
 Dye Stain for non-porous items  
 Nile Red  
 Gun Bluing  
 Vacuum Metal Deposition  
 LASER

- Ultraviolet Light
- Alternate Light Source (for example, an Omnichrome 9000)
- Cyanoacrylate Tester
- Ardrox
- Rhodamine-6-G
- RAY or RAM or MRM
- Indented Writing Examinations
- 1,8 - Diazafuoren-9-one
- Ninhydrin
- Zinc Chloride (or other metal salt)
- Physical Developer
- Silver Nitrate
- Gentian Violet
- Sticky Side Powder or Alternative Sticky Side Powder
- Wetwop
- Titanium Dioxide
- Amido Black
- Leucocrystal Violet
- Small Particle Reagent or Wet Print
- Sudan Black
- Ruthenium Tetroxide
- No experience in these areas

\* Required Question