

Arizona Retired Police Officer School Resource Officer (SRO) Position

Q & A Fact Sheet

HR Questions:

How long is the position effective?

These positions are grant funded through the Arizona Department of Education School Safety Program. Positions are temporary based on the duration of the grant requirements specific to each request with an anticipated duration of up to one year per request.

How are candidates selected for these positions?

Candidates interested in these positions must submit an online application and successfully complete pre-employment requirements which include and may not be limited to interviews, background screening, medical exams, AZPOST certification, etc. Candidates must participate in a competitive interview process prior to being offered a Retired AZ Police Officer SRO (NC) position.

What benefits are available to these positions?

Employees will be eligible for full-time temporary benefits in accordance with all applicable Administrative Regulations, [Unit 4 \(PLEA\) MOU](#), [Unit 4 Benefits Guide](#), [Pay Ordinance](#), etc.

How is this position paid?

Employees in these positions will receive pay through the City of Phoenix for hours worked in alignment with other paid positions.

When will I receive a check?

Employees are asked to sign up for direct deposit to receive their bi-weekly paycheck.

Are these positions eligible for Uniform Allowance?

Yes. The payment of uniform allowance will be in accordance with [Unit 4 \(PLEA\) MOU](#) requirements and prorated based on applicable dates.

What does 'temporary' mean?

Temporary positions will have benefits but will not earn city retirement credits or participate financially into the city's retirement program. Temporary positions are not covered under civil service rules, and thus employment is considered "at-will" and employees may be separated at any time.

Retirement questions:

Will this be a new account with AZ PSPRS?

Employees in this classification will not contribute to AZ PSPRS.

How does this impact my current City of Phoenix pension?

Current pension will be paid as normal, so long as the employee and period of rehire is in compliance with state statute.

How does this impact my 401a/457?

Contributions can continue to the 401a/457. Any funds contributed during the original period of employment will be locked and cannot be withdrawn. The members will still maintain their control over investment options.

How does this position impact my DROP account?

Provided DROP funds were left in the AZ PSPRS created 401a account, the retiree will maintain access to the funds. Any funds moved into the City sponsored 401a/457 will be locked for withdrawal.

Who can I contact if I have specific questions about my 401a/457 account?

Questions regarding the 401a/457 accounts may be directed to the Police Department's Nationwide representative Nancy Chavez (nancy@nationwide.com, 602-293-1184).

Police Department - Operations/Deployment:

What are the operation hours for this role?

It is expected that these positions will be 5-8 positions unless the school district has schools on the 4-10 schedule.

Will these positions report to the station and drive a city vehicle to the SRO assignment?

No. These positions will report directly to the school.

When and how will the SRO Sergeant communicate with the Retired AZ Police Officer SRO (NC)s?

The SRO Sergeant will determine the best way to connect, which may include meetings or calls on early release days, school days off, etc.

How does this impact my serial number?

These are new positions unrelated to prior positions and will be assigned new serial numbers.

Can I pick the precinct I work out of?

No. These positions will be assigned to the precinct of the requesting school(s). Candidates must be on the eligibility list for Retired AZ Police Officer SRO (NC) and participate in a competitive interview process to be considered for a position.

What will the Retired AZ Police Officer SRO (NC) do when school is not in session?

The Retired AZ Police Officer SRO (NC) will work with their assigned school administration and SRO Sergeant to determine the needs of the school and the training requirements of the Department/SRO to determine their job duties during this time.

When will these positions be implemented?

We anticipate implementing these positions in October/November 2025, and they are subject to the requests received.

Can Retired AZ Police Officer SRO (NC) return to Reserves?

Yes, provided the officer meets the current standards of the Reserve Program and are in good standing.

Can a Retired AZ Police Officer SRO (NC) work off duty?

Yes, with a third party, non-city organization. They cannot work extra duty or supplemental shifts in a regular officer position and/or receive compensation through the City of Phoenix.