



## JOB ANNOUNCEMENT

### POLICE OFFICER – FULL-TIME POLICE DEPARTMENT

**Wage:** Starting salary \$45,567  
Top salary \$75,172 FLSA 207(k) exemption under FLSA

**Work Week:** Regular work week shall be defined as beginning at 12:00 a.m. Monday and ending 11:59 p.m. Sunday. Officers are currently assigned to seven (7) twelve (12) hour days in a two week pay period. Twelve (12) hour days are scheduled two 12 hour shifts in one week and five 12 hour shifts in the opposite week of the fourteen (14) bi-weekly pay period.

**Last Date to File  
Applications:**

Until the position is filled.

Position is in the POAM union.

This position is open to all applicants – including those currently employed by the Charter Township of Plymouth. This position will be filled with the absolute discretion of the employer.

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#### PREREQUISITES:

- Candidates with prior police agency experience should apply directly with the Township, those candidates without prior experience must take the EMPCO written exam and appear on the EMPCO's eligibility list to be considered, contact EMPCO at [www.EMPCO.net](http://www.EMPCO.net).
- Must pass a post-offer, pre-hire medical examination and drug screening test. All candidates will undergo psychological screening and background investigation to be employable.
- Must have a minimum of an Associate Degree or equivalent.
- Must be a United States Citizen.
- Must have no felony convictions; and must possess good moral character.
- Must possess a valid Michigan operator's or chauffeur's license and a good driving record.
- All candidates must be MCOLES certified or certifiable at the time of application.

#### GENERAL STATEMENT OF DUTIES

A Police Officer enforces laws and ordinances, apprehends, processes and prosecutes offenders, controls and regulates traffic and conducts general and special patrols within the Township using motorcycle or patrol car, by foot or other methods of travel to control traffic, prevent crime or disturbance of peace and arrest violators.

#### ESSENTIAL FUNCTIONS

Must be self directed, self motivated.

Must be well organized.

Must be able to prioritize work tasks, work on multiple tasks simultaneously and meet deadlines.

Must have an excellent command of written language skills, including punctuation, grammar, spelling, use of reference materials and formats.

Must have ability to operate various office equipment such as: computers, fax machines and copy machines.

#### SUPPLEMENTAL INFORMATION

Pay Rate and Fringe Benefits: Successful candidates will be hired at the union contract mandated wage rate. Employees are paid bi-weekly. A 207(k) exemption under FLSA applies to this position. Officers are currently scheduled seven (7) twelve (12) hour days, every two weeks for a total of 84 hours per fourteen (14) day pay period.

Full complement of Township benefits including but not limited to health insurance, dental insurance, vision care, life insurance, long-term disability, defined benefit pension plan, deferred compensation plan, and other benefits more fully described in the union contract and the Township personnel policies manual. Note that benefits are subject to change based on collective bargaining.

How to Apply: Applicants may apply directly with the Township if prior police agency experience and those with no experience will be selected from the current EMPCO list.

Accommodations for the Disabled: Qualified candidates who require reasonable accommodations in order to perform the essential functions of this position or to participate in the testing process must notify the Charter Township of Plymouth Human Resource Department. Hearing or speech impaired persons using TDD's or similar devices may contact the Michigan Relay Center toll free at 1(800) 649-3777 to communicate directly with the Human Resource Department during regular working hours.

Background Investigation: A background investigation will be conducted on candidates who meet the position qualifications-- this may include, but not limited to, a criminal history check, driving record, verification of employment history, references and financial qualifications.

Medical Exams: A post offer, pre-hire physical exam to determine ability to perform the essential functions of the position (with or with out reasonable accommodation) as well as a drug screen will be required.

Psychological Screening: A post offer, pre-hire psychological screening will be conducted to determine if candidate meets MCOLES standards.

Probationary Period: Newly hired police officers will be required to serve a one calendar year probationary period from date of hire as described in the union contract. Probationary employees are exempt from the department's progressive discipline process and, as such, employment can be terminated at any time during the probationary period, with or without notice and with or without cause.

The Charter Township of Plymouth does not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, handicap, arrest record, height or weight in employment or the provision of services.

Dated 8/6/2013