

WANTED: POLICE OFFICER(s)

Employment Opportunity

Police Patrol Officer

City of Brewer Police Department

To Establish an Eligibility List for Future Vacancies



The Brewer Police Department is a progressive, well-respected, proactive, professional police department dedicated to providing community-oriented police services. Duties include enforcement of applicable state and local laws, proactive crime prevention patrol of the city streets and traffic control. All candidates must have a high school diploma or equivalent with preference being given to candidates who are graduates of the Maine Criminal Justice Academy and who possess law enforcement experience. We offer competitive salary and fringe benefits, excellent training, and state of the art equipment. For application and information regarding minimum qualifications, contact:

City of Brewer Police Department

151 Parkway South

Brewer, Maine 04412

Tel. (207) 989-7004

Or

<http://brewermaine.gov/city-manager/employment-opportunities/>

Application Deadline: Open until position(s) filled.

Equal Opportunity/Affirmative Action Employer



WAGES:

Base rate of pay (bi-weekly)

New Hire: \$1,530 (\$19.12/hr)

New Hire w/ Academy: \$1,581 (\$19.76/hr)

Completion of 6 months after Academy: \$1708.61 (\$21.35/hr)

Longevity (added to base pay):

After 3 years: 1%

After 8 years: 2%

After 13 years: 3%

After 18 years: 4%

Health Insurance:

A group health insurance program is available to full-time regular employees. The City's base health insurance plan is the Maine Municipal Employees Health Trust Preferred Provider Option (PPO 500) plan or equivalent policy. Employees who wish to receive health insurance under the base plan will pay a portion of the total health insurance premium cost:

Single (employee) employee pays 10%

Employee & Children employee pays 20%

Employee & Spouse employee pays 25%

Family employee pays 25%

*Employees may elect out of health insurance coverage, so long as the employee provides to the City satisfactory evidence that the employee is covered by health insurance under another health insurance plan which has benefits and coverage similar to that of the City's plan. Employees who elect not to be covered by the City's plan will receive a stipend amount equal to 45% of the City's portion of cost of PPO 500 single level coverage.

**Full-time regular employees electing to participate in the PPO 500 plan shall receive access to a Health Reimbursement Arrangement (HRA). Employees opting out of coverage may also have access to an HRA account if they can, and choose to in writing, annually certify that they are enrolled in a group health plan that meets the minimum value standards of the Affordable Care Act:

HRA Single Annual Funding: \$1,125

HRA Employee w/ Children Annual Funding: \$2,250

HRA Employee & Spouse Annual Funding: \$2,250

HRA Family Annual Funding: \$2,250

Opt Out Stipend HRA Annual Funding: \$500

EARNED TIME OFF:

Vacation Time:

After the completion of one year of continuous full time employment: 1 week vacation

After completion of 2 years: 2 weeks' vacation

After completion of 7 years: 3 weeks' vacation

After completion of 15 years: 4 weeks' vacation

Holidays:

Employees have 11 "floating" holidays to be used as earned time off per year; the ability to use 5 up to June 1 and then access to the remaining 6 after June 1.

Sick Leave:

Sick leave accrues at the rate of one day of paid sick leave for each full calendar month of employment to a maximum of 140 working days, to be used for personal illness or physical

incapacity of such a degree as to render the employee unable to perform the duties of his/her position.

Family Sick Leave:

Up to 3 additional days each year may be taken by an employee when the ill health of a member of the employee's immediate family requires the employee's care.

Sick Bonus Days:

Employees completing 3 consecutive months of employment without taking sick leave will be granted 1 sick bonus day. A sick leave bonus day will be granted after each 3 month period for which sick leave is not taken, an employee will be granted 1 additional sick leave bonus day if he/she completes 2 consecutive 3 month periods without taking sick leave for a total opportunity of 6 earned Sick Bonus days per year.

Compensatory Time Off:

Most overtime may be compensated at the request of the employee, by compensatory time off, computed in the same manner as financial compensation would otherwise have been computed. This time is banked and can be used when a replacement is not needed for the officer.

RETIREMENT:

The City participates in the State of Maine Retirement Program. Such program includes one-half (1/2) pay as computed by the MPERS, after 25 years of service with no age attainment required.

WORK WEEK:

Officers assigned to the Patrol Division work four (4) consecutive ten (10) hour shifts per week, a 4 on and 3 off from every Monday to Sunday.



BREWER POLICE DEPARTMENT'S CORE VALUES:

INTEGRITY FIRST

SERVICE BEFORE SELF

EXCELLENCE IN ALL