



*Are you up for a challenge?  
Want to live and work in a  
dynamic community?*

The City of Brewer Police Department is seeking **Police Officer Trainees & Experienced Police Officers** to become part of our family.

**What we want:**

Motivated, community minded individuals that are looking for a challenging career and the chance to rise above the norm.

**What we offer:**

**Competitive compensation and benefits:** Pay range of \$23.08 to \$30.79 per hour with lateral transfers up to \$29.03 per hour. Retire after 25 years with 2/3 pay with annual cost of living adjustments in the Maine State Retirement System (MPERS 3C). Health insurance, HRA, optional vision/dental. Four-day work week with an excellent time off package.

Pay range 07/01/2022: \$24.00 to \$32.02 with lateral transfers up to \$30.19.

Pay range 07/01/2023: \$24.96 to \$33.30 with lateral transfers up to \$31.40.

**A unique place to live:** Located on the banks of the Penobscot River at the gateway to Downeast and coastal Maine, the City of Brewer boasts a stable, diversified tax base, and a thriving business environment. Easy access to Acadia National Park and endless recreational opportunities. We offer a beautiful, developed waterfront and an excellent selection of eateries, from waterfront restaurants to microbreweries.

**A unique place to work:** Problem solving, out of the box thinking and hard work are expected and rewarded. You will receive cutting edge training in firearms, tactics, police combatives (to include the SPEAR and LOCKUP systems), criminal interdiction, and drug investigations. Brewer PD provides state of the art facilities and equipment to make your job easier and safer. Motivated officers can pursue specialized reassignment and collateral duty opportunities for investigations, community engagement, school resource officers, K-9, Detective's Division, drug task force agent assignments, youth outreach, and specialty training groups in areas of tactics/firearms/use of force and advanced criminal interdiction/investigations. We place a high value on self-development and training.

**For application and information regarding minimum qualifications, contact:**

City of Brewer Police Department  
Attn: Captain Tony Pinette ( [apinette@brewermaine.gov](mailto:apinette@brewermaine.gov) )  
151 Parkway South, Brewer, Maine 04412  
Tel. (207) 989-7003

Applications are also available online at:  
<http://brewermaine.gov/city-manager/employment-opportunities/>

***Process will remain open until vacancies are filled.***

**Lateral Entry: Wages and Vacation time:** For the purposes of calculating lateral entry, only completed years of full-time police service post Academy is considered. Lateral Entry is set at the discretion of the Public Safety Director.

**Steps C through G**

C: completion of 1-year full time service post Academy graduation

\$25.78/hr;      07/01/22 - \$26.81;      07/01/23 - \$27.88

1 weeks' vacation (40hrs)

D: completion of at least 2 years full time service post Academy graduation

\$26.57/hr;      07/01/22 - \$27.63;      07/01/23 - \$28.74

2 weeks' vacation (80hrs)

E: completion of at least 4 years full time service post Academy graduation

\$27.36/hr;      07/01/22 - \$28.45;      07/01/23 - \$29.59

2 weeks' vacation (80hrs)

F: completion of at least 6 years full time service post Academy graduation

\$28.18/hr;      07/01/22 - \$29.31;      07/01/23 - \$30.48

2 weeks' vacation (80hrs)

G: completion of at least 8 years full time service post Academy graduation

\$29.03/hr;      07/01/22 - \$30.19;      07/01/23 - \$31.40

2 weeks' vacation (80hrs)

In addition to the above vacation time for lateral entries, there is also 110 hours per year in floating Holidays, the ability to earn an additional 40 hours per year in Sick Bonus Days, and Compensatory Time Off.

**The Brewer Police Department offers a competitive benefit package in addition to lateral entry opportunities:**

**RETIREMENT:**

The City participates in the State of Maine Retirement Program. Such program includes two-thirds (2/3) pay as computed by the MPERS, after 25 years of service with no age attainment required, with COLA. MPERS Plan 3C.

**EARNED TIME OFF:**

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. A total of 110 hours per year.

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. Sick leave can be accumulated up to 120 days, and upon retirement employees are entitled to payment of 35% of accumulated sick leave. In the event of death, the City will provide payment of 100% of accumulated sick leave to the employee's estate.

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 for a total opportunity of 4 earned Sick Bonus days per year (40 hours)

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. Any combination of compensatory time off, holidays, sick bonus days, and vacation days may be utilized as an additional weeks' vacation.

Vacation Time:

After the completion of one year of continuous full-time employment: 1-week vacation (40hrs).

Lateral transfers can receive up to 2 weeks' vacation after the start of employment.

After completion of 2 years: 2 weeks' vacation (80hrs)

After completion of 7 years: 3 weeks' vacation (120hrs)

After completion of 15 years: 4 weeks' vacation (160hrs)

**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

**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.

Jason J. Moffitt  
Director of Public Safety, Chief



Christopher M. Martin  
Deputy Chief

Virginia McDonald  
Administrative Assistant

Anthony Pinette  
Captain of Police

**Dear Applicant:**

Thank you for your interest in the position of POLICE OFFICER at the Brewer Police Department. We are a well-respected, proactive, professional police department dedicated to providing the highest level of police services to those who reside, work, visit, and travel through the City of Brewer. We are seeking individual(s) who share our commitment and values to join our team.

**To apply for the Police Officer position:**

Please fill out the enclosed application and return to us along with a resume, to the attention of Captain Pinette in hand, by mail, or by email:

Captain Anthony Pinette  
Brewer Police Department  
151 Parkway South  
Brewer, ME 04412  
[apinette@brewermaine.gov](mailto:apinette@brewermaine.gov)

This application process shall remain open until position(s) are filled.

If you have **NOT** graduated from the MCJA Basic Law Enforcement Training Program or eligible to receive a waiver to the BLETP you will need to:

1. Submit a copy of your ALERT examination results; and
2. Submit a recent (within past 90 days) MCJA Physical Fitness Assessment results and/or be able to successfully pass a physical fitness assessment administered to you as a part of our hiring process.

Questions regarding eligibility to receive a waiver to the BLETP should be directed to the Maine Criminal Justice Academy at 207-877-8000.

**Desired Minimum Qualifications**

**Entry Level:**

- A) Must be 21 years or older at the time of employment;
- B) Must possess, or be able to obtain by time of hire, a valid State of Maine driver's license without record of suspension or revocation in any State;

Jason J. Moffitt  
Director of Public Safety, Chief



Christopher M. Martin  
Deputy Chief

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Administrative Assistant

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Captain of Police

- C) Felony convictions and disqualifying criminal histories within the past seven years are not allowed;
- D) U.S. citizen;
- E) Must be able to read and write in English language;
- F) Must be of good moral character and of temperate and industrious habits

**Education and Experience:**

- A) High school diploma or equivalent supplemented by a two-year community college degree or vocational school training in police science, law enforcement, criminal justice administration, public administration, or a related field; or
- B) An equivalent combination of education and experience

Candidates who meet the minimum qualifications will be scheduled for a written examination. Further selection and screening will be determined by the oral board results, and an administrative interview. Candidates receiving a conditional offer of employment shall be required to undergo a psychological screening and polygraph examination.

Best wishes,

A handwritten signature in black ink that reads "Christopher M. Martin".

Deputy Chief Christopher M. Martin

# Application for Employment

Long Form

Equal access to programs, services and employment is available to all persons. Those applicants requiring a reasonable accommodation to the application and/or interview process should notify a representative of the Human Resources Department. We are an equal opportunity employer.

Please Print

Position applied for \_\_\_\_\_ Application Date \_\_\_\_/\_\_\_\_/\_\_\_\_

Name \_\_\_\_\_  
LAST FIRST MIDDLE

Address \_\_\_\_\_  
STREET CITY STATE ZIP CODE

Home Phone ( ) \_\_\_\_\_ Cellular/Other # ( ) \_\_\_\_\_ E-mail address \_\_\_\_\_

Shift preferred  1  2  3  Any Expected pay \_\_\_\_\_

Would you accept full-time work?  Yes  No Would you accept part-time work?  Yes  No

On what date would you be available for work? \_\_\_\_\_

If necessary, best time to call you is \_\_\_\_\_ : \_\_\_\_\_ AM  
PM  Home  Cellular/Other

How were you referred to our Company? \_\_\_\_\_

Have you submitted an application here before?  Yes  No If yes, please give date(s) and position(s): \_\_\_\_\_

Have you ever been employed here?  Yes  No If yes, please give dates: \_\_\_\_\_

Is this application a request for reemployment following an extended military leave of absence from our Company?  Yes  No  
If yes, additional information may be requested.

If you are under 18 years old, can you provide a work permit if required?  Yes  No

Are you legally eligible for employment in the United States? (If yes, proof is required if hired.)  Yes  No

Are you able to perform the "essential functions" of the job for which you are applying (with or without reasonable accommodation)?  
NOTE: This question is not designed to elicit information about an applicant's disability. Please do not provide information about the existence of a disability, particular accommodation, or whether accommodation is necessary. These issues may be addressed at a later stage, to the extent permitted by law.

Yes  No  Need more information about the job's "essential functions" to respond

Will you travel if required?  Yes  No Will you work overtime if required?  Yes  No

If they have been explained to you, are you able to meet the attendance requirements of the position?  Yes  No  N/A

Have you ever been bonded?  Yes  No

Please provide your driver's license number, if driving is required for this job. \_\_\_\_\_ State \_\_\_\_\_

Have you entered into an agreement with any former employer or other party (such as a noncompetition agreement) that might, in any way, restrict your ability to work for our Company?  Yes  No If yes, please explain: \_\_\_\_\_

NOTE: Answering "yes" to the following question does not constitute an automatic bar to employment. Factors such as date of the offense, seriousness and nature of the violation, rehabilitation and position applied for will be taken into account.

Have you ever pleaded "guilty" or "no contest" to, or been convicted of, a crime?  Yes  No

If yes, please provide date(s) and details: \_\_\_\_\_



## Employment Experience

Place an **X** by the employer(s) you **DO NOT** want us to contact. List your most recent employer first.

Employer \_\_\_\_\_  
Contact Name \_\_\_\_\_ E-mail \_\_\_\_\_  
Address \_\_\_\_\_ Phone (     ) \_\_\_\_\_  
Job Title \_\_\_\_\_ Supervisor \_\_\_\_\_  
Dates employed: from (mm/yy) \_\_\_\_/\_\_\_\_ to (mm/yy) \_\_\_\_/\_\_\_\_ Hourly rate/salary: starting \_\_\_\_/\_\_\_\_ final \_\_\_\_/\_\_\_\_  
Work performed \_\_\_\_\_  
Reason for leaving \_\_\_\_\_  
What did you like most about your position? \_\_\_\_\_  
What were the things you liked least about the position? \_\_\_\_\_

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Employer \_\_\_\_\_  
Contact Name \_\_\_\_\_ E-mail \_\_\_\_\_  
Address \_\_\_\_\_ Phone (     ) \_\_\_\_\_  
Job Title \_\_\_\_\_ Supervisor \_\_\_\_\_  
Dates employed: from (mm/yy) \_\_\_\_/\_\_\_\_ to (mm/yy) \_\_\_\_/\_\_\_\_ Hourly rate/salary: starting \_\_\_\_/\_\_\_\_ final \_\_\_\_/\_\_\_\_  
Work performed \_\_\_\_\_  
Reason for leaving \_\_\_\_\_  
What did you like most about your position? \_\_\_\_\_  
What were the things you liked least about the position? \_\_\_\_\_

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Employer \_\_\_\_\_  
Contact Name \_\_\_\_\_ E-mail \_\_\_\_\_  
Address \_\_\_\_\_ Phone (     ) \_\_\_\_\_  
Job Title \_\_\_\_\_ Supervisor \_\_\_\_\_  
Dates employed: from (mm/yy) \_\_\_\_/\_\_\_\_ to (mm/yy) \_\_\_\_/\_\_\_\_ Hourly rate/salary: starting \_\_\_\_/\_\_\_\_ final \_\_\_\_/\_\_\_\_  
Work performed \_\_\_\_\_  
Reason for leaving \_\_\_\_\_  
What did you like most about your position? \_\_\_\_\_  
What were the things you liked least about the position? \_\_\_\_\_

## Employment Experience (continued)

Explain any gaps in your employment, other than those due to personal illness, injury or disability.

Have you ever been fired or asked to resign from a job?  Yes  No

If yes, please explain: \_\_\_\_\_

## Education Background

**High School:** \_\_\_\_\_ Location \_\_\_\_\_

Course of study \_\_\_\_\_ Did you graduate?  Yes  No Degree or diploma \_\_\_\_\_

**College:** \_\_\_\_\_ Location \_\_\_\_\_

Course of study \_\_\_\_\_ Did you graduate?  Yes  No Degree or diploma \_\_\_\_\_

**Graduate School:** \_\_\_\_\_ Location \_\_\_\_\_

Course of study \_\_\_\_\_ Did you graduate?  Yes  No Degree or diploma \_\_\_\_\_

**Vocational Training/Other:** \_\_\_\_\_ Location \_\_\_\_\_

Course of study \_\_\_\_\_ Did you graduate?  Yes  No Degree or diploma \_\_\_\_\_

**Continuing Education:** \_\_\_\_\_

## Special Training or Skills

Languages, machine operation, etc., that would be of benefit in the job for which you are applying.

## Social Security Number

SS# \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_ The Company will make reasonable efforts to safeguard the privacy of this information and will use it only for employment purposes.

## References

List names and telephone numbers of three business/work references who are **not** related to you and are **not** previous supervisors. If not applicable, list three school or personal references who are **not** related to you.

Name	Title	Relationship to You	Telephone	E-Mail	Years Known

## Applicant Statement

I certify that all the information submitted by me on this application is true and complete, and I understand that if any false or misleading information, omissions or misrepresentations are discovered, my application may be rejected, and if I am employed, my employment may be terminated at any time.

If hired, I agree to conform to the Company's rules and regulations, and I understand that these rules and/or the employee handbook do not form a contract of employment either express or implied, and I agree that my employment and compensation can be terminated, with or without cause and with or without notice to the extent permitted by law, at any time, at either my or the Company's option.

I also understand and agree that the terms and conditions of my employment may be changed, with or without cause and with or without notice, at any time by the Company. I understand that no Company representative, other than its president, and then only when in writing and signed by the president, has any authority to enter into any agreement for employment for any specific period of time, or to make any agreement contrary to the forgoing.

I expressly authorize, without reservation, the employer, its representatives, employees or agents to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, résumé or job interview. I hereby waive any and all rights and claims I may have regarding the employer, its agents, employees or representatives for seeking, gathering and using truthful and nondefamatory information, in a lawful manner, in the employment process and all other persons, corporations or organizations for furnishing such information about me.

I understand that this application remains current for only 30 days. At the conclusion of that time, if I have not heard from the employer and still wish to be considered for employment, it will be necessary for me to reapply and fill out a new application.

I also understand that, if I am hired, I will be required to provide proof of identity and legal authorization to work in the United States as required by federal immigration laws.

This Company does not tolerate unlawful discrimination or harassment based on sex, race, color, religion, national origin, citizenship, age, disability, or any other protected status under applicable federal, state or local law. No question on this application is used to limit or exclude an applicant from employment consideration on any basis prohibited by applicable federal, state or local law.

Applicant's signature \_\_\_\_\_ Date \_\_\_\_/\_\_\_\_/\_\_\_\_