***Polson Police Department***

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**SELFLESS SERVICE**

To be a Police Officer and member of the Polson Police Department law enforcement family means that you are committed to serving and protecting our community.

Chief George Simpson encourages members of the team to be a leader in their field and provides the tools necessary to grow vocationally.

Following a required amount of time in patrol, Police Officers have numerous opportunities to move to a different fulltime or collateral assignment. These areas include, *but are not limited to*:

* K-9 Unit;
* Investigations;
* Field Training Program;
* Quick Reaction Force;
* Northwest Montana Regional SWAT Team

**SALARY**

* Police Officer: $24.81 hourly (Eligible for more DOE).
* Automatic annual step increases plus COLA.

In addition, officers may be eligible to receive incentives such as shift differential, holiday pay, and Field Training Officer pay.

**BENEFITS**

* Paid time off (Annual Leave)
	+ Vacation leave, sick leave, convalescent leave, maternity leave, military leave, family and medical leave act (FMLA)
* Four ten-hour shifts with three days off per week. *(on a patrol schedule)*
* Reduced annual membership to Polson Bay Golf Course
* Equipment, training and Take-Home Vehicle provided *(permitted to be taken home to residences in Lake County)*
* Overtime assignment opportunities

**QUALIFICATIONS**

* + Be a citizen of the United States;
	+ Be at least 20 years of age;
	+ Not have been convicted of a crime in which the person could have been imprisoned in a federal or state penitentiary;
	+ Be of good moral character, as determined through a background investigation;
	+ Possess a high school diploma or general education development (GED)
	+ Possess or be eligible for a Montana driver’s license.
* **TATTOOS**:
	+ Tattoos are not permitted above the collar bone (e.g., neck, face, or behind the ear) or below the wrist (e.g., hands, fingers).
	+ One ring band tattoo is permitted on each hand.
	+ Tattoos on an applicant’s arms or other areas of the body which have been determined to be racist, sexist, obscene or otherwise will not be permitted.
	+ The Chief of Police will make the determination on the appropriateness of a tattoo.
* **NOT HAVE** received a dishonorable discharge from any of the Armed Forces
* **NOT HAVE** been convicted of any felony.
* **NOT HAVE** been convicted of a misdemeanor involving false statement, perjury or domestic violence.
* **IN ADDITION**, t*he following areas may result in applicants being suspended from the hiring process: credit history including bankruptcy and collections; past drug use; inappropriate social media;*d*riving history, work history; criminal activity and associations with known criminals; and inappropriate tattoos.*

**Current employment opportunities and a link to our online application package can be found at** [**www.cityofpolson.com/jobs**](http://www.cityofpolson.com/jobs)

**Are you interested in joining our team? Please call (406) 883-8211 or email jhart@cityofpolson.com and a member of our recruitment team will be in touch.**

**Written and Physical Testing**

Applicants who successfully pass the administrative review of their application packet will be invited to test.

The written exam is made up of four separately timed test sections.

Though most of the questions in this test battery relate to law enforcement duties, no prior knowledge of law or law enforcement is needed to answer the questions.

Applicants who have taken the written exam no more than six months prior to the application close date, and whose test was proctored by a Montana Law Enforcement Agency may submit those scores in lieu of re-taking the exam with the PPD. However, the scores must be received from the original testing agency or verified by that agency. These applicants also have the option of taking the exam with the PPD to improve their scores.

Applicants who are already Montana Public Safety Officer Standards & Training (POST) Peace Officer Certified are exempt from the written testing.

The Montana Physical Abilities Test (MPAT) is designed to replicate critical and essential physical tasks and demands faced by law enforcement officers in the normal performance of their duties.

To successfully pass the MPAT applicants must complete the push/pull activity, dummy drag, and complete the obstacle course within 6 minutes and 30 seconds (6:30).

Applicants who have taken the MPAT no more than six months prior to the application close date, and whose test was proctored by a Montana Law Enforcement Agency may submit those scores in lieu of re-taking the MPAT with the PPD. However, the scores must be received from the original testing agency or verified by that agency. These applicants also have the option of taking the MPAT with the PPD to improve their scores.

Applicants who are already Montana POST certified are **NOT** exempt from the MPAT.

# **City of Polson Police Officer Benefits Program**

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| Benefit | Employee Contribution | Employer Contribution | State Contribution |
| MPORS\* | 9% | 14.41% | 29.37% |
| Social Security | N/A | N/A | N/A |
| Medicare | 1.45% | 1.45% | N/A |
| Unemployment Insurance | N/A | 0.65% | N/A |
| Blue Cross BlueShield | Varies according to plan. | City pays remainder of the balance. | N/A |
| Health Savings Account | Available under the HDHP plan. | City contributes $100/mo. | N/A |
| Delta Dental | Varies according to plan. | Varies according to plan. | N/A |
| VSP Vision Plan | Varies according to plan. | City pays for employee only. | N/A |
| Heritage Life Insurance | Buy up available. | City pays for employee only. | N/A |
| Supplemental Life Insurance | Available | N/A | N/A |
| Aflac | Available | N/A | N/A |
| 457 Deferred Compensation Plan | Available | N/A | N/A |

\*Municipal Police Officers Retirement System (MPORS)

* + 20 years of service regardless of age.
	+ Based on final average compensation (FAC) defined as last 36 months of service.
	+ Compensation does not include overtime, holiday pay, shift differential.
	+ For every year of service, you gain 2.5%, no limit, no cap.
	+ 20 years of service equals 50% of FAC.
	+ Vested after 5 years of service.
	+ Spousal benefit – same as the officer.
	+ After 20 years of service, a member is eligible for the deferred retirement option plan (DROP).