



POLICE DEPARTMENT VILLAGE OF SWANTON

The Swanton Village Police Department is seeking individuals with excellent problem-solving skills and impeccable character traits that align with Swanton Village Police Department values and Law Enforcement Code of Ethics.

JOB REQUIREMENTS:

Age: Must be 21 years of age.

Vision: 20/20 vision corrected.

Education: Must have a High School diploma or GED. Associate, or Bachelor's degree or equivalent Military or Law Enforcement experience preferred.

Illegal Drug Use: Applicants must be drug free for at least one year and drug use history will be reviewed on an individual basis.

Criminal Record: No felony, domestic violence, or serious misdemeanor convictions. Violations of law (civil or criminal) or ordinance will be considered on a case-by-case basis.

Citizenship: Must be a U.S. citizen.

Physical Condition: Applicants should be in good physical condition commensurate with the demands of the law enforcement profession. Pre-certified officers Level II or III preferred will not be required to pass the Vermont Police Academy physical fitness test, but level of fitness will be considered on a case-by-case basis. New to law enforcement applicants will be required to pass the Vermont Police Academy fitness standard as part of the hiring process and as required by training.

Law Enforcement Experience: Current Vermont Level III certified law enforcement officers preferred, but not required. Lateral officers are also preferred and will have to pass all requirements of the Vermont Police Academy to become a Vermont certified officer.

Hiring Process: Individuals with no prior law enforcement experience will be required to pass the current Vermont Police Academy/SVPD hiring process which generally includes: a physical fitness test, written aptitude exam, psychological exam, department interview, polygraph exam, background investigation, medical examination, and drug screening test. Successful completion of the Vermont Police Academy and SVPD field training are requirements.



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JOB SALARY AND BENEFITS:

Vermont level II officer's rate will vary based on experience from \$28.38/Hour to \$30.04/Hour.

Vermont level III officer's rate will vary based on experience from \$30.65/Hour to \$35.19/Hour.

Individuals with no experience will start at \$25.00/Hour and after successful completion of the Vermont Police Academy Level III training and successful completion of field training will receive \$30.65/Hour.

Paid weekly.

Work schedule consists of 10-hour shifts, 4 on and 3 off with weekends off every other month. Schedule is Day shift 0600-1600 or Evening shift 1600-0200.

On call pay \$50/week for Day shift 0400-0600 and Evening shift 0200-0400 on scheduled working days.

Shift differential for Evening shift

Training, uniforms and equipment are paid for by the police department.

Combined time off bank consisting of 40 hours your first year for sick/emergency leave only. During the first year accumulating CTO at a rate of 1.15 hours for each pay period not to exceed 60 hours.

Combined time off accumulating at a rate of 3.85 hours per pay period after your first year not to exceed 200 hours.

Combined time off accumulating at a rate of 5.00 hours per pay period after 5 years not to exceed 260 hours.

Combined time off accumulating at a rate of 5.77 hours per pay period after 10 years not to exceed 300 hours.

Combined time off accumulating at a rate of 6.15 hours per pay period after 15 years not to exceed 320 hours.

Combined time off accumulating at a rate of 6.92 hours per pay period after 20 years not to exceed 360 hours.

Combined time off accumulating at a rate of 7.69 hours per pay period after 25 years not to exceed 400 hours.

Excellent health, dental, vision and prescription coverage for individuals and family members. Individuals opting out receive weekly opt out compensation that varies in value.

Vermont Municipal Employees Retirement System (VMERS) Group D – Retirement at age 50 with 20 years of service at 50% average final compensation of highest 2 consecutive years. Age 55 with 5 years of service. Post retirement COLA of 50% CPI up to 3% per year. No penalty for early retirement (prior to 55). Post retirement 70% spousal survivorship benefit with no reduction in retiree's benefit.