

St. Albans Police Department

www.stalbansvt.com

Do you have what it takes to join the ranks of Vermont's finest? Then consider a challenging and rewarding career in law enforcement with the St. Albans Police Department. We are a progressive agency that needs individuals who display the character, integrity and professionalism required to make a difference for the citizens of our community. We have an authorized strength of 24 sworn officers and our dispatch is one of the largest municipal 911 dispatch centers in Vermont. Our coverage area consists of approximately 40 sq miles, 14000 residents and grows to 18,000 during the day. We are located in Northwest Vermont and enjoy all the assets that Vermont possesses. Hunting, fishing, hiking, biking, and skiing are all pastimes enjoyed by our members. From Lake Champlain, to the Green Mountains, those who enjoy the outdoors will never be disappointed.

If you are ready to join a progressive organization and work for an agency that values its greatest assets – its employees – we would like to hear from you.

Qualifications/Basic Job Requirements

The St. Albans Police Department seeks to afford equal employment opportunities to all qualified persons without regard to race, color, religion, national origin, sex, age or physical handicaps except where age or physical requirements are essential occupational qualifications. These qualifications include, but are not limited to, the following:

- Character/ Background traits
We are seeking individuals with excellent communication and problem solving skills. Successful applicants will have character traits such as Integrity, Responsibility and other values consistent with the Law Enforcement code of Ethics.
- Citizenship
Legally eligible to permanently live and work in the United States
- Application
Accepted at age 20, must be at least 21 by date of hire
- Vision
Corrected to 20/20 in each eye
- Education
High school diploma or equivalent required. Associates Degree or higher, Honorable Military Service or equivalent Law Enforcement work history preferred.
- Physical Condition

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The St. Albans Police Department requires its police applicants to pass the Vermont Police Academy's physical fitness standards at the entrance requirement level. This standard is the 40th percentile of the Cooper Institute physical fitness standards as adopted by the Vermont Criminal Justice Training Council. Applicants who are unable to pass this mandatory test will not be allowed to attend the police academy and may be released from employment.

- Hiring Process
Interview panel, physical standards tests, written examination, polygraph, psychological testing, extensive background investigation, and medical examination
- Criminal Record
No domestic violence or assault convictions. No felony or serious misdemeanor convictions. No habitual or serious traffic offenses. Other violations, which may adversely affect a law enforcement career, will be considered on a case-by-case basis.
- Illegal Drug Use
Applicants must be drug free-- any previous drug use will be reviewed on a case by case basis.
- Law Enforcement Certification
Must successfully complete the full-time basic training class for police professionals at the Vermont Police Academy or obtain a Vermont Police Academy waiver certificate within one year of probation period. Candidates must also successfully complete the St. Albans Police Department's field training program.
- Driver's License
Must have a valid operator's license

Further information on the entrance requirements for the Vermont Police Academy and a description of the training can be found here: <http://www.vcjtc.state.vt.us/basic.htm>

Out of State Applicants with prior Law Enforcement experience:

The St. Albans Police Department encourages applicants who have prior law enforcement experience from other states to apply. The Vermont Criminal Justice Training Council may give a 'waiver' from attending the VT Police Academy to those whose training meets the standards set by them if requested by the Chief of Police. The waiver is usually accompanied by a prescription from the Waiver Committee in which the new officer must attend training to bring them up the standards set.

Contact:

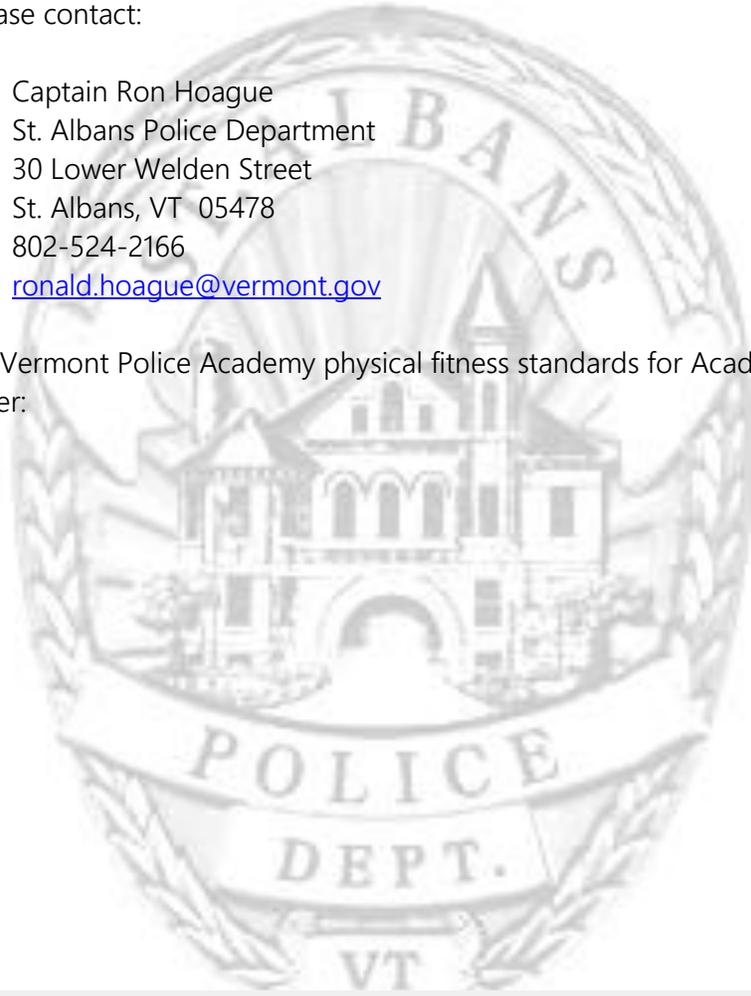
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For an application, go to www.stalbansvt.com/policejobs. For further information or questions, please contact:

Captain Ron Hoague
St. Albans Police Department
30 Lower Welden Street
St. Albans, VT 05478
802-524-2166
ronald.hoague@vermont.gov

Below are the Vermont Police Academy physical fitness standards for Academy entrance by age and gender:



Physical Assessment Minimum Standards: 40th Percentile Requirements					
<u>MALE</u>	<u>Flexibility</u>	<u>Bench Press</u>	<u>Sit-ups</u>	<u>Push-Ups</u>	<u>1.5 mile run</u>
20-29	16.5	.99	38	29	12:29
30-39	15.5	.88	35	24	12:53
40-49	14.3	.80	29	18	13:50
50-59	13.3	.71	24	13	15:14
<u>FEMALE</u>	<u>Flexibility</u>	<u>Bench Press</u>	<u>Sit-ups</u>	<u>Push-Ups</u>	<u>1.5 mile run</u>
20-29	19.3	.59	32	15	15:05
30-39	18.3	.53	25	11	15:56
40-49	17.3	.50	20	9	17:11
50-59	16.8	.44	14	n/a	19:10

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Salary and Benefit Information:

- Starting base salary for uncertified officers - \$46,508 per yr. Additional steps available based upon experience.
- Up to \$5,000.00 Signing Bonus (For Certified Police Officers to include Part time Certification)
- Step Plan with increase for each year of service.
- The City participates in the Vermont Municipal Employees Retirement - Plan C. (VMERS-C) Employee contributes 10%, City 7%. Retirement at age 55 with at least 5 years service. 2.5% per yr of service with maximum of 50%.
- The City offers a 457 Deferred Compensation Plan with ICMA.
- Health Coverage. Currently, the City pays 100% of the premium plus \$3000 to employee HSA.
- Dental (Premium is paid by City) and Vision Coverage (Premium paid by Employee).
- Life Insurance in the amount of \$50,000 paid by the City.
- Short Term and Long Term Disability.
- Paid Vacation.
- Personal days.
- Shift Differential for 2nd and 3rd shift.
- \$300.00 each year for police equipment plus boots.
- Membership at a fitness facility (50% up to \$30.00 per month paid by City).
- Membership at local Firearms Range
- All uniforms, equipment, ie. weapon, body armor, duty belt, etc., furnished by the City.