



# JOIN GRPD

# Police Officer



## Pay

Pay Step	Yearly 2019	Hourly 2019	Yearly 2020	Hourly 2020	Yearly 2021	Hourly 2021	Yearly 2022	Hourly 2022
RECRUIT – (POLICE ACADEMY)	\$46,730	\$22.47	\$48,062	\$23.11	\$49,360	\$23.73		
POLICE OFFICER RECRUIT – (IN HOUSE TRAINING)	\$49,025	\$23.57	\$50,422	\$24.24	\$51,783	\$24.90		
STEP A – AFTER 6 MONTHS	\$50,752	\$24.40	\$52,198	\$25.10	\$53,608	\$25.77		
STEP B – AFTER 1 YR PROBATION	\$61,788	\$29.71	\$63,549	\$30.55	\$65,265	\$31.38		
STEP C – AFTER 2 YEARS (LATERAL TRANSFER 3+ YRS SERVICE)	\$63,552	\$30.55	\$65,363	\$31.42	\$67,128	\$32.27		
STEP D – AFTER 3 YEARS	\$67,395	\$32.40	\$69,316	\$33.32	\$71,187	\$34.22		
STEP E – AFTER 4 YEARS	\$70,991	\$34.13	\$73,014	\$35.10	\$74,985	\$36.05		
STEP F – AFTER 5 YEARS	\$75,046	\$36.08	\$77,185	\$37.11	\$79,269	\$38.11		
SENIOR OFFICER – AFTER 10 YEARS	\$76,525	\$36.79	\$78,706	\$37.84	\$80,831	\$38.86		

### Officers work on a hourly basis

- o Any additional hours outside your normal scheduled time are considered overtime
- o Patrol officers work 12 hour shifts
  - Days  
(5:30 am – 5:30 pm / 6:30 am – 6:30 pm)
  - Nights  
(5:30 pm– 5:30 am / 6:30 pm– 6:30 am)
- o Specialty units work 8 and 10 hour shifts; the times for these vary

### Overtime

- o Recorded as time and a half
- o Can be taken as pay or comp time
- o Numerous opportunities available, including festivals, concerts, hospital security, and patrol shifts

### Training

8 week orientation program  
 16 week field training program  
 Various refresher and new courses offered throughout year

## Benefits

### Retirement

- o Defined Benefit Plan Pension
- o 2.0% multiplier, with option to purchase up to a 2.8% multiplier after 6 months of service  
(Ex: 2.8% multiplier equals 80% maximum pension benefit at approximately 28.5 years of service)
- o ICMA 457 plan option

### Insurance

- o Health/Vision/Dental/Life (Optional)

### Vacation Time

- o Start with 80 hours of vacation
- o 8 hours accrued for each year, thereafter (maximum of 200 hours)
- o Up to 320 hours can carry over from year to year
- o 12 paid holidays

### Sick Time

- o 8 hours of sick time are awarded for each month of service
- o An unlimited amount can carry over
- o 1,265 hours sick time counts toward 1 year of pension credit at retirement

### Maternity/Paternity Leave

- o Up to 80 hours of paid leave
- o Does not count against vacation time or sick time

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## Hiring Process

- Apply online at [www.joiningrpd.com](http://www.joiningrpd.com)
- Civil Service Exam
- Complete and submit background questionnaire within 10 days of receiving
- Background Pre-screen
- Oral Board Interviews
- Backgrounds Assigned
- Background Investigation and Interview Completed
- Chiefs and Administrative Review
- Chiefs Interviews
- Recommendations for Hire
- Conditional Offer of Employment
- Physical and Psychological Exam

## Requirements

- Must be at least 18 years old
- Must have a high school diploma or GED
- Possess good moral character
- Possess good reading and writing skills
- Possess a valid driver's license
- Be a U.S. Citizen
- Have a record clear of any felonies and certain misdemeanors
- Have successfully completed a MCOLES accredited police academy, be a MCOLES Certified Police Officer, or have completed a MCOLES RPTE (Recognition of Prior Training and Experience) class for out of state officers

## Job Description

- Respond to emergency and non-emergency calls for service
- Take criminal and non-criminal reports
- Follow-up and investigate crimes which have occurred
- Conduct proactive enforcement
  - Traffic stops
  - Directed policing related to area crime
  - Canvassing neighborhoods for issues citizens are having
  - Conduct business checks and form relationships with staff
- Participate in community policing by conducting non-enforcement contact with citizens and attending community events
- Assist other agencies, as needed
- Arrest and lodge suspects
- Testify in court
- Participate in continuous department-wide training
- Available to work nights, weekends, and holidays