



# BERRIEN COUNTY SHERIFF'S OFFICE

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**L. PAUL BAILEY**  
SHERIFF

CHARLES E. HEIT  
UNDERSHERIFF

ROBERT BOYCE  
CHIEF DEPUTY

## Career Information: Road Patrol

To view current job openings:

<http://miberriencounty.civicplus.com/DocumentCenter/View/1129/Job-Postings-PDF?bidId=>

→ Certifiable persons have successfully completed all of the Michigan Commission on Law Enforcement Standards (MCOLES) to become a police officer.

→ Certified persons are currently sworn officers that have an active MCOLES number.

→ Police Certified/Certifiable—must be at least twenty-one (21) years of age at time of appointment.

→ Persons interested in employment as a Berrien County Sheriff's Deputy must successfully pass all MCOLES testing/requirements prior to selection—Employment Standards for Michigan Law Enforcement Officers: <http://www.michigan.gov/mcoles>

→ Police Officers outside of the State of Michigan seeking BCSO employment must complete the MCOLES Recognition of Prior Training and Experience Program see: <http://www.michigan.gov/mcoles>

→ Military police veterans seeking BCSO employment may qualify for the MCOLES Military Police Basic Training Program see: <http://www.michigan.gov/mcoles>

## Hiring process:

- MCOLES Physical Agility
- MCOLES Reading and Writing Tests with a Band of A or B
- Police Oral Board Interviews
- Criminal History Check / Driving Record
- Comprehensive Background Investigation
- Psychological Suitability Evaluation
- Medical Examination Suitability Evaluation
- Drug Testing

## Compensation Package:

<p><b><u>Pay Scale:</u></b> \$45,407 - \$60,545 Deputy \$56,167 - \$67,285 Sergeant <i>12/31/18</i></p>	<p><b><u>Vacation Time:</u></b> 1-5 years – 2 weeks 5-15 years – 3 weeks 15-20 years – 4 weeks 20 plus - 5 weeks</p>	<p><b><u>Comp Time:</u></b> Up to 160 hours of time accumulated.</p>
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## Holidays (13) and Personal Days: (2)

New Years' Day, MLK's Birthday, Presidents Day, Spring Holiday, Easter, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving, Christmas Eve, Christmas Day.

Employees also earn two personal days per year.

## Pension Plan:

Pension benefits include a 2.8% multiplier, capped at 75% of the average compensation as determined under the amended pension plan for the life of the retiree. An employee with 25 years of service regardless of age is eligible for retirement. Vesting occurs after 10 years.

## Health Care:

Benefits include hospitalization, medical and life insurance. Deputies are also entitled to a dental and vision reimbursement program.

## Special Teams:

Deputies may be eligible for special team assignments after they successfully complete 1 year of employment.

Accident Reconstruction	CPR / First Aid Instructor	Crime Scene Investigator
Crisis Negotiator	Dive Team	Field Training Officer
Hazmat	Honor Guard	K9
Motorcycle Team	Narcotics	PCT (Defensive Tactics)
Range Instructor	Secondary Road Patrol	Snowmobile
Tactical Response Unit(SWAT)	School Resource Deputy	Crime Prevention

## Promotional Opportunities:

Deputies are eligible to test for promotion after 2 years of road patrol experience.