



St. Michaels Police Department

EMPLOYMENT INFORMATION

Salary & Benefits

Current Starting Salary: \$40,000-\$50,000 depending on experience. Starting salary does not include shift differential, uniform allowance or overtime.

The St. Michaels Police Department offers a comprehensive compensation package for its Officers. In addition to the starting salary, SMPD also offers:

- Applicant Processing from start to finish in approximately sixty days or less.
- Salary Increases each year for 20 years based on the current Salary Scale. All steps must be funded annually by the Town Commissioner's and are not guaranteed. Longevity bonus (separate compensation) paid on anniversary date after three years of service.
- 25-year LEOPS (Law Enforcement Officers Pension System) retirement package.
- Take home cars.
- All Uniforms & Equipment provided by the Department. Housing allowance of \$3600/year for officers who reside in Town.
- Clothing Allowance of \$800 per year (in addition to uniforms and equipment provided by the Department)
- Paid vacation, sick, and personal leave. Comp time may be accrued in lieu of cash overtime payment.
- Health Insurance: the SMPD subsidizes 75% of the cost of health insurance
- Family & Medical Leave: twelve weeks per year available for all Officers to care for a child or family member.

The information presented above is meant as an overview of the benefits offered by the St. Michaels Police department. For specific details on any of the above information, please contact the SMPD at 410-745-9500.

Qualifications

Every member of the St. Michaels Police is held to the same standards. In order to be accepted into the application process you must:

- Be a United States Citizen
- Be certified through MPCTC
- Possess a High School Diploma or GED
- Possess a valid Driver's License in any state and a satisfactory driving record

- Be at least 21 years of age but not older than 59
- Be in excellent physical condition
- Have a good reputation and sound moral character
- Not have any current court orders relating to domestic violence
- Be truthful in every stage of the application process

If you have any questions about these qualifications, please contact us.

Testing Processes

Oral Interview

You will sit for an informal interview board comprised of the Chief and/or Assistant Chief of Police. You will be asked personal background and problem solving questions. You will also need to display interpersonal skills and knowledge of the St. Michaels Police.

Polygraph & Background Investigation

You must submit to a detailed polygraph examination. In addition, an investigator will research your background by contacting your friends, relatives, employers, schools, etc.

Medical & Psychological Examinations

If you successfully complete all steps listed above you may receive a Conditional Offer of Employment (COE). After the COE you will undergo extensive medical and psychological screenings, including a written psychological test and interview with the a designated psychologist.

PLEASE NOTE:

It is the goal of the St. Michaels Police Department to hire applicants who possess the qualifications and the dedication to become a St. Michaels Police Officer. Please understand that if you successfully complete all phases of this process, you MAY receive a Final Offer of Employment. Applicants are hired based upon the needs of the Department. Successful completion of all phases of the hiring process does not guarantee a Final Offer of Employment. Equal Opportunity Employer. Equal Employment Opportunity.

SEE DOWNLOADABLE APPLICATION ON WEBSITE
Bring completed application to St. Michaels Police Department
for an interview.