

TOWN OF GORHAM MAINE POLICE DEPARTMENT POLICE OFFICER JOB ANNOUNCEMENT

The Town of Gorham Maine Police Department is accepting applications for opening(s) for the position of Police Officer. The Chief's ideal candidates will be highly motivated and people orientated. They will possess a strong community policing mindset to complement their law enforcement experience, training and education. Preference will be given to academy certified candidates

Starting pay is \$28.85 to \$33.06 per hour depending on experience and qualifications. Additional pay incentives (\$0.50 - \$0.79 per hour) are offered for education, specialized training, military service (\$0.50 per hour), and EMT certification (\$0.43 per hour). Lateral entry considerations up to the four-year (\$33.06) pay step; and could accrue up to 160 hours of vacation annually. Successful applicants will be eligible to receive \$5,000 hiring incentive paid in two installments: \$2,500 upon successful completion of field training and \$2,500 upon successful completion of probationary period.

Lateral applicants must be graduates of the Maine Criminal Justice Academy (MCJA) or hold similar certification from an out-of-state basic law enforcement training program (BLETP) and are eligible for a waiver from the MCJA. Certified full-time law enforcement officers that are exempt from any buy back provision will be eligible to receive a \$15,000 hiring incentive, paid in three installments: \$5,000 upon successful completion field training, \$5,000 upon successful completion of the one-year probationary period and \$5,000 upon completion of second year of employment. Pay increases occur as outlined in the collective bargaining agreement.

Requirements: All applicants must be at least 21 years of age; an Associate's Degree or a combination of relevant training and experience is desirable; satisfactorily passed the Maine Criminal Justice Academy alert test; hold a valid driver's license and have no criminal record or serious motor vehicle record. The successful candidate(s) will be required to pass an oral board, an extensive background check, polygraph testing, psychological exam and physical exam. They will also have to meet the minimum standard physical fitness requirements of the Maine Criminal Justice Academy. Full time certified law enforcement officers are exempt from having to meet the minimum standard physical fitness requirements of the Maine Criminal Justice Academy.

Benefit Package: The Town of Gorham offers a comprehensive benefit package including the Maine PERS Special Plan 3C (25 year, No-Age, 2/3 AFC defined benefit retirement plan), and competitive salaries. Choice between PPO 500/2500 health plans with a Health Reimbursement Arrangement (HRA), \$1,750 annual medical buyout for individuals declining coverage, life and disability insurance, income protection, Flexible Spending Accounts (FSA), 120 hours of vacation per year, 13 paid holidays per year, compensatory time, accrued sick leave, wellness incentives, and onsite fitness center.

In addition to promotional opportunities, Gorham PD offers ongoing career development through, tuition reimbursement, special assignments, and training, including school resource officers, detectives, K9, emergency services unit, hostage negotiations, accident reconstructionist, drug recognition technician, firearms instructor, field training officer and more.

Applications and employment information are available at the Gorham Police Department, 270 Main Street Gorham, Maine 04038 or on the Gorham Police Department website (<https://www.gorham-me.org/>). All completed applications must be returned with a cover letter, resume, copy of the alert test score, and a copy of a valid driver's license in person or mailed to the attention of **Chief Christopher E. Sanborn**.

