



# Why the Westbrook Police Department?



A Career at the City of Westbrook could be the perfect choice for you – Fulfilling, Rewarding, Secure, and Close to Home.

## About Westbrook Police Department

Westbrook PD is a premier New England law enforcement agency.

The City of Westbrook was a mill city that has grown significantly over the last two decades to become a residential hub and business center for the region.

Westbrook has a diverse population of over 20,000 and covers 17.36 square miles.

The PD consists of 45 sworn officers and six civilian employees.

We are dedicated to working in partnership with citizens, business owners, and civic leaders for the purpose of deterring crime, protecting the city, and improving the quality of life in neighborhoods.

The PD handles nearly 35,000 calls for service annually.

Learn more by scheduling a ride-along, at [cclark@westbrook.me.us](mailto:cclark@westbrook.me.us).



## **Compensation & Benefits**

Competitive Salary of \$32.15 - \$41.52/hour depending on experience. Education, Military Experience, Physical Fitness, and Foreign Language Proficiency stipends.

Outside Detail pay of \$75/hour.

Hiring Incentive Bonus of \$14,000 for BLETP Graduates with 5 years of experience and out of state lateral hires (no service requirement).

Comprehensive benefits package including, health (88% employer premium contribution, HRA reimbursement), dental, vision, life, and disability insurance.

Generous paid leave including vacation, sick and 13 holidays.

Retirement program, 20-years, 50% of final compensation, no age requirement.

Tuition Reimbursement Program up to \$3,500 per fiscal year.

[WWW.WESTBROOKMAINE.GOV/JOB](http://WWW.WESTBROOKMAINE.GOV/JOB)

[HR@WESTBROOK.ME.US](mailto:HR@WESTBROOK.ME.US)



#### **Job Duties:**

- Highly visible public servants within the community.
- Citizens count on police officers to keep them safe and enforce laws fairly.
- Commitment to proactive law enforcement.
- Target violent criminals and those who choose to adversely affect the quality of life for law-abiding citizens.
- Community policing oriented, encouraging officers to be self-motivated, work with citizens to problem solve, and be active in the community.
- Promote and maintain positive police community relations consistent with rules, regulations, and policies of the Westbrook Police Department.
- Work Week is 4, 9-hour shifts, with three days off. Three different shifts available.

#### **Qualifications:**

- Must be 21 years of age or older, or age 20 with at least 60 credits from an accredited college, or age 19, currently enrolled in an accredited post-secondary education program, with at least 40 credit hours.
- High School graduate, GED, or foreign equivalent.
- US Citizen or permanent right to work in the US.
- Valid State Class C Driver's License.
- Good physical condition and pass the Academy's physical fitness test or equivalent for lateral candidates.

#### **Build Your Career**

Career development opportunities to attain your professional goals. Specialty Assignments available include Detectives, Domestic Violence Investigator, Evidence Technician, K-9 Officer, School Resources Officer, Traffic Officer, Court Officer, Drug Agents, FBI Task Force. All specialty assignments are eligible for stipends. Ample opportunity for overtime.

#### **Becoming a Westbrook Police Officer and Hiring Process:**

- Submit Resume with Letter of Intent, High School Diploma, College Transcript and/or DD214 if applicable, along with Alert Test results. Alert Test is waived for lateral candidates.
- The Alert Test is a reading comprehension and writing skills test. This test is offered at the Maine Criminal Justice Academy in Vassalboro on the 1<sup>st</sup> and 3<sup>rd</sup> Wednesday of each month.
- Interview (Oral Boards) with the Public Safety Commission
- Physical Agility Test
- Applicants selected as finalists will be subject to a comprehensive reference and background check, medical exam, polygraph, and psychological exam.
- Job Offer
- Swearing in Ceremony
- New officers must receive a Police Officer certification from the Maine Criminal Justice Academy within one year of appointment. The academy is an 18-week program, Monday – Friday, which runs 2-3 times per year.
- Lateral Candidates must have a MCJA certification. Out-of-state candidates will be required to obtain a MCJA certification, or the Chief will determine similar program comparability.
- One-year probationary period.

*The City of Westbrook is an equal opportunity employer. We value a diverse workforce and workplace and strongly encourages women, people of color, LGBT+ individuals, people with disabilities, members of ethnic minorities, foreign-born residents, and veterans to apply.*

#### **A Message from Sean Lally, Chief of Police**

#### **Mission and Core Values**

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