



FULL-TIME POLICE OFFICER POSITION

The City of Silver Bay, located on the North Shore of Lake Superior, is accepting applications for the position of Full-Time Police Officer within the Police Department. The primary function is to patrol city streets, enforce laws and ordinances, and conduct investigations. All applicants must provide a copy of their current Minnesota P.O.S.T. license with the application, a copy of their Minnesota P.O.S.T. eligibility letter, or at minimum be P.O.S.T. eligible at the time of appointment. A comprehensive background investigation with medical and psychological examinations is required as a condition of employment. This is for a full-time position with competitive wages and benefits. The 2022 pay rate is \$24.90 - \$31.12/hour, depending upon qualifications and experience, with full pay rate achievable within one year. Additional department information, applications, and full job description are available upon request at City Hall, 7 Davis Drive, Silver Bay, MN 55614 or www.silverbay.com. Required city applications with original signature must be returned to the City Administrator preferably by 4:00pm on October 12th, 2022; however, applications will be accepted until the position has been filled. Resumes and cover letters are considered a supplement to the required city application. EEOE/AA.

Current 2022 Police Department Operations:

- 1 Chief of Police
- 4 Full-Time Officers (one position is vacant)
- 3 Part-Time Officers
- Union position
- Probationary period up to 1-year
- 2022 Min/Max Wage is \$24.90 / \$31.12, respectively, and is dependent upon qualifications. Full-Wage is achieved upon completion of probation.
- 80-hour work schedule per pay-period
 - Current schedule has 12-hour rotating shift (days and nights)
 - Days = 6:00am-6:00pm Nights = 6:00pm-6:00am
 - \$.50 night shift differential
 - 5-day weekend (every other weekend)
 - *Note that these schedule are subject to change due to scheduling needs.*
- Overtime/Comp-Time eligible. Overtime/Comp-Time is paid at 1½ time the hourly rate. Open shifts are first provided to full-time officers before part-time.
- Holidays worked receive Holiday Pay plus 1½ times the hourly rate for actual hours worked.
- Call-Out and Court Appearances paid if off-duty.
- MN Public Employees Retirement Association (PERA) – Police
- Optional MN Deferred Compensation Plan
- Vacation Accrued, pending years of service, with 3 weeks starting accrual up to a maximum accrual of 6 weeks.
- Sick Accrual of 8 hours/month with sick bank after 960 hours accrued.
- 11 Paid Holidays plus 1 Floating Holiday of employee choice.
- 2022 Health Care Offered:
 - Public Employees Insurance Program (PEIP)
 - Three Insurance Options Available
 - Multiple Network Providers
 - \$1675 Insurance Cap/Month –
 - *Note: Insurance Cap means that the City will pay premiums for both single and family insurance, pending the premiums for the health care option chosen by the employee are the insurance cap amount or lower. Employee would be responsible for the portion of premiums over the cap amount. If premiums are lower than the cap amount, based upon the family premium costs, that difference is placed into a health savings account.*
- Single and Family Dental premiums paid
- \$30,00 Life Insurance for employee-only paid
- Supplemental Insurance options available
- Uniform Allowance
- Assistant Chief of Police and Sergeant positions are currently vacant, so there is room for future advancement, pending qualifications, experience, and performance.
- Questions relating to police operations should be directed to Chief of Police, Cole Ernest, at cole.ernest@co.lake.mn.us

Please Note: The above information is based upon the current Personnel Policies and Union Contract that go through 12/31/2022. It is unknown at this time if there would be any changes that would take effect on 1/1/2023.