



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 2023 annual base rate is \$52,603 - \$65,769, 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 April 3rd, 2023; 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 2023 POLICE DEPARTMENT OPERATIONS:

OFFICE STAFFING

- 1 Chief of Police
- 4 Full-Time Officers (one position is vacant) – LELS Union Positions
- 4 Part-Time Officers

WAGE SCALE AND SCHEDULE

- Probationary period up to 1-year
- 2023 Probationary Wage begins at \$25.29/hour for first six months, after successful completion of first six months, wage increases to \$28.45/hour. After successful completion of 1-year probationary period, wage will increase to the full wage rate of \$31.62/hour. Full-Wage is achieved upon completion of probation. Probationary wage and time period is dependent upon qualifications and experience.
- 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
- 5-day weekend (every other weekend)
- Overtime/Comp-Time eligible. Overtime/Comp-Time is paid at 1½ time the hourly rate.
- \$.75 night shift differential for Night hours worked 6:00pm-6:00am
- 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.
- Minimum 2-hour Call-Out and Court Appearances paid if off-duty.
- Additional Cash Benefit paid based upon years of service.

BENEFITS

- MN Public Employees Retirement Association (PERA) – Police
- Optional MN Deferred Compensation Plan
- Vacation Accrued Annually, pending years of service, with a starting accrual of 3 weeks (1 week allowed to be taken after 6 months) and 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.
- 2023 Health Care Offered:
 - Public Employees Insurance Program (PEIP)
 - Three Insurance Options Available
 - Multiple Network Providers
 - Single Premium Paid 100% up to the insurance cap amount/month. There is no employee contribution for single insurance for 2023.
 - Family Premium Paid up to the \$1725 Insurance Cap/Month (\$20,700 annual benefit)
Note: Depending upon the health care option chosen will determine what portion of family premiums would need to be contributed by employee. For example, if a Family H.S.A. is chosen, employee premium contribution is \$80.18/month for 2023.
- Single and Family Dental premiums paid
- \$30,00 Life Insurance for employee-only paid
- Supplemental Insurance options available
- Uniform Allowance

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 were effective 1/1/2023.