



BROWNSTOWN POLICE DEPARTMENT



On my honor

I will never betray my badge, my integrity, my character, or the public trust.

I will always have the courage to hold myself and others accountable for our actions.

*I will always uphold the Constitution of the United States, the laws of the State of Michigan and the
Charter Township of Brownstown.*

23125 King Rd. - Brownstown MI 48183
734-675-1300 / BrownstownPolice-MI.org



Message from the Chief of Police

Robert Matthews

Thank you for your interest in the Brownstown Police Department. You will find we are very dedicated to our goals of recruiting, training, and developing our employees, as well as our objective to hire only the most qualified individuals through a strong commitment to our hiring standards. **Congratulations on taking the first step towards an exciting and fulfilling career with the Brownstown Police Department!**

There are numerous opportunities for career advancement, and professional growth and development.

We are proud to say that we are an equal opportunity employer. All appointments to the competitive service shall be made without regard to race, color, religion, sex, age, disability, sexual orientation, national origin, genetic information, military service, gender identity or expression, or political affiliation, and shall be based on merit and fitness only.

We serve a population of approximately 38,000 residents and patrol three separate noncontiguous areas totaling approximately 30.5 square miles utilizing state of the art equipment and technology.

The vision of the Brownstown Police Department is to be the safest community in America. Its mission is to serve people, strengthen relationships and improve the quality of life. In 2018, Brownstown ranked in the top 50 of Michigan's safest communities by the National Council for Home Safety and was the third safest in the Downriver area. This ranking was a result of our integrity, courage, accountability, respect for people and the excellence of our staff. All employees are expected to represent these values while in the workplace and off duty.

The Brownstown Police Department provides essential emergency services required to operate 24 hours per day, 7 days per week, and any employee may be required to work any hours, days or shifts, including holidays and weekends. This is a condition of employment without exception. If you think you have what it takes to join this dedicated team of public servants, then we encourage you to apply.

Thank you for your interest in employment with us. We look forward to seeing you in one of our testing processes to get you on your way to a new career with Brownstown!

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PATROL OFFICER JOB DESCRIPTION

Brownstown Police Officers are to patrol the Township to prevent crime and disorder, protect life and property, perform traffic control and enforcement, investigate accidents, assist citizens as needed and file reports in compliance with Departmental Policy. They must enforce the laws of the State of Michigan and ordinances of the Charter Township of Brownstown by securing arrest or citing violators.

ESSENTIAL JOB FUNCTIONS:

1. Affect an arrest, forcibly if necessary, using handcuffs and other restraints.
2. Climb over obstacles: climb through openings; jump down from elevated surfaces; jump over obstacles, ditches and streams; and crawl in confined areas to pursue, search, investigate and/or rescue.
3. Communicate effectively over law enforcement radio channels while initiating and responding to radio communications, often under adverse conditions such as siren usage and high-speed vehicle operations. Communicate effectively using computer devices installed in patrol vehicles under similar conditions.
4. Communicate verbally and effectively by listening to people and by giving information, directions, and commands.
5. Conduct searches of building and large outdoor areas which may involve walking and/or standing for long periods of time and which requires the ability to distinguish colors and perceive shapes.
6. Conduct visual and audio surveillance for extended periods of time.
7. Enter and exit vehicles quickly to perform rescue operations; pursue a suspect or answer an emergency call.
8. Exercise independent judgment within legal guidelines, to determine when there is reasonable suspicion to detain, when probable cause exists, to search and arrest and when force may be used and to what degree.
9. Gather information in criminal investigations by interviewing and obtaining the statements of victims, witnesses, suspects and confidential informants.
10. Load, unload, aim and fire handguns, shotguns and other agency firearms from a variety of body positions in situations that justify the use of deadly force while maintaining emotional control under extreme stress.
11. Manage interpersonal conflicts to maintain order.
12. Operate an emergency vehicle during both the day and night, in emergency and pursuit situations involving speeds in excess of posted limits while exercising due care and caution and in exception traffic control devices and in congested traffic in unsafe road conditions and environmental conditions such as fog, smoke, rain, ice and snow.
13. Perform law enforcement patrol functions while working rotating shifts and unanticipated overtime.
14. Perform tasks which require lifting, carrying, or dragging people or heavy objects while performing arrest, rescue or general patrol functions.
15. Perform searches of persons which involve touching and feeling to detect potential weapons and contraband.
16. Prepare investigative and other reports, including sketches using appropriate grammar, symbols and mathematical computations. Must be able to operate recording equipment used in preparing reports.
17. Pursue fleeing suspects on foot both day and night in unfamiliar terrain.
18. Read and comprehend rules, regulations, policies, procedures and the law for purposes of ensuring appropriate officer behavior/response and performing enforcement activities involving the public.
19. Subdue resisting subjects using hands and feet while employing defensive tactics maneuvers or approved non-lethal weapons.
20. Use body force to gain entrance through barriers to search, seize, investigate and/or rescue.
21. Must be able to perform essential tasks in the operation of computers utilized by the Department, electronic detection devices, speed timing devices and alcohol detection devices.

CAREER OPPORTUNITIES

Road Patrol

Community
Relations Bureau

Detective Bureau

Accident
Investigation Team

SWAT- Downriver
Mutual Aid

Crisis Negotiations
Team

Evidence Technician

School Liaison
Officer

Community
Relations

Undercover
Narcotics
Investigation

Brownstown
Honor Guard

Traffic Services

Firearms Training
Unit

Defensive Tactics
Instructor

Taser / OC Instructor

Commercial Motor
Vehicle Enforcement

Field Training
Officer

Border Protection Details with the Wayne County Sheriff's Office – Marine Division



QUALIFICATIONS

CITIZENSHIP: The applicant must be a citizen of the United States at the time of application.

AGE: The applicant must be at least 21 years of age to apply

DRIVER'S LICENSE: The applicant must have a valid driver's license at the time of application

EDUCATION: The applicant must be a high school graduate or have obtained a G.E.D.

MCOLES CERTIFICATION: The applicant must be either MCOLES certified/certifiable preferred, currently attending an MCOLES Certified Police Academy or have completed a minimum of 60 college credits from a North Central Accredited college or university and have completed MCOLES pre-application testing.

CRIMINAL HISTORY / BACKGROUND: The applicant cannot be on probation for any criminal offense or have been convicted of a felony at any time. Applicants must be of good moral character and have the highest personal integrity. Applicant's backgrounds and character are carefully investigated before being hired. Any conviction of domestic violence, including a plea of nolo contendere resulting in probation will be grounds for disqualification and misdemeanor drug convictions will be carefully scrutinized.

HEALTH: The applicant must be able to perform the physical requirements of the job. During the hiring process, applicants will undergo psychological, physical fitness, vision and hearing examinations.

MILITARY BACKGROUND: If applicable, an applicant must have received an honorable discharge.

Police Officer Examination

Applicants must successfully take and pass the following examinations, though not necessarily in this order

MULTIPLE CHOICE EXAMINATION: All eligible candidates will take the EMPCO multiple-choice examination (www.empco.net) designed to measure their ability to fulfill the duties required as a police officer. Candidates scoring below the minimum pass/fail point will not be eligible to continue in the selection process. The EMPCO test must be taken prior to the application closing date.

ORAL BOARD INTERVIEW: Candidates will be interviewed by a panel of highly qualified officers based on a set of questions designed to highlight their character and ability to problem solve in real time.

BACKGROUND CHECK: Candidates will be required to complete a comprehensive background packet and submit it to the hiring coordinator. This packet will detail former jobs held, education, criminal history and credit history.

PSYCHOLOGICAL EXAMINATION: Candidates will be examined by a State licensed/certified psychological professional.

MEDICAL EXAMINATION: Candidates will be examined by a State licensed/certified medical doctor.

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SALARY AND BENEFITS

WAGES:

Police Officers:

<u>Wages Year</u>	<u>Starting Pay</u>	<u>After F.T.O</u>
Jan 1, 2019	\$ 43,680.20	\$ 47,382.40

<u>Wage Year</u>	<u>1year 2019</u>	<u>2 years 2020</u>	<u>3 years 2021</u>
Annual wage	\$ 57,054.20	\$ 62,108.80	\$ 67,350.40

Top Pay for 4years service in 2022: \$70,865.60

VACATION HOURS:

First Year Anniversary 80 hours
2nd Anniversary 120 hours
5th Anniversary 160 hours
10th Anniversary 204 hours
After 20th Anniversary 220 hours

OVERTIME: Overtime will be paid at one and a half pay for each hour worked or the option to accrue compensatory time at one and a half the times the overtime hours worked.

HOLIDAYS OBSERVED: Fourteen (14) paid holidays

INSURANCE: Full hospitalization insurance, Duty Related Death, dental, optical, group life insurance and sick benefits.

CLEANING AND CLOTHING: Each police officer will be paid a cleaning and clothing allowance to maintain uniforms to a high standard.

RETIREMENT: All current employees will be enrolled in a MERS B-4 Defined Benefit Plan.

For more information about becoming a Brownstown Police Officer:

Deputy Chief Jeff Watson

734-675-1300 ext. 1118

jwatson@brownstownpolice-mi.org

BROWNSTOWN POLICE DEPARTMENT

23125 King Road Brownstown, MI 48183-1045

PHONE DIRECTORY

Emergency	911
Crime Tip Line	(734) 362-0721
Police Dispatch	(734) 675-1300 ext. 0
Police Administration	(734) 675-1300 ext. 1123
Detective Bureau	(734) 675-1300 ext. 1134 or ext. 1136
Police Records	(734) 675-1300 ext. 1690
Community Relations	(734) 675-1300 ext. 1638
Traffic Safety	(734) 675-1300 ext. 1142

Charter Township of Brownstown

Municipal Building
21313 Telegraph Road
Brownstown, MI 48183-1045



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