



SANILAC COUNTY SHERIFF'S OFFICE

65 NORTH ELK STREET SANDUSKY, MICHIGAN 48471 OFFICE: (810) 648-2000
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PAUL D. RICH
SHERIFF

NATHAN L. SMITH
UNDERSHERIFF

JOB POSTING

Position: Lateral Transfer - Deputy Sheriff; Uniform Services

Rate of Pay: Based on years of Experience; See Below

Hours: 80 hour pay period (14 days), 12 hour shifts

Reports To: Sergeant – Uniform Services Division

Lieutenant – Uniform Services Division

Open To:

1. Candidates employed full-time as a police officer within the State of Michigan;
2. A separated officer within the last year from full-time service from a law enforcement agency within the State of Michigan (Subject to successful re-licensure by MCOLES); or
3. An out-of-state officer currently employed full-time as a police officer and who qualifies for reciprocal licensure as defined by MCOLES.

The Sanilac County Sheriff's Office is currently accepting applications for Full-Time Lateral Transfer Uniform Services Deputy positions. Our lateral transfer program will afford those persons with full-time law enforcement experience an opportunity to join the Sanilac County Sheriff's Office at a pay step based on their prior years of service.

| PRIOR FULL-TIME EXPERIENCE As determined by the Sheriff | | LATERAL STARTING WAGE STEP As listed in the Collective Bargaining Agreement | Wage Starting: 01/01/2024 | Wage Starting: 01/01/2024 |
|---|---|---|----------------------------------|----------------------------------|
| Less than 1 Year | → | Not Eligible for Lateral Transfer Program. Refer to Entry Level Posting | \$23.13 | \$23.59 |
| 1 Year, but less than 2 Years | → | 1 Year | \$24.18 | \$24.66 |
| 2 Years, but less than 3 Years | → | 2 Year | \$24.72 | \$25.22 |
| 3 Years, but less than 4 Years | → | 3 Year | \$25.28 | \$25.78 |
| 4 Years, but less than 5 Years | → | 4 Year | \$25.85 | \$26.37 |
| 5 Years or more | → | 5 Year | \$26.43 | \$26.96 |

- Two-person Health Insurance is provided by the employer with the employee contributing the hard cap amount toward costs of premium.
- Longevity pay is provided to members after 10 years of service.
- Specialty Pay up to \$750.00 per year provided to Deputies who are assigned a specialty position.
- Employees will receive a \$2,000.00 Recruitment and Retention Bonus each year in January if employed during 2023-2025 contract.

All applicants must be MCOLES Licensed or eligible for MCOLES licensing as police officer in the state of Michigan at time of appointment.

Applicants being considered for employment will be required to pass a criminal background check, a psychological test and a physical examination, including a drug screen. Applicants will also be required to complete a personal history questionnaire.

General Job Summary:

Under general supervision and according to established procedures and department regulations, Deputy Sheriffs are responsible for protecting life and property through enforcement of laws and ordinances in a specific geographic area. Frequently involves the performance of hazardous and strenuous tasks and the exercise of initiative and judgment in various situations endangering life or property.

Qualifications/Requirements:

- Must be certified or certifiable as a police officer in the State of Michigan by MCOLES at the time of appointment.
- Must be a U.S. citizen.
- Must be 21 years of age.
- Must be in good physical condition as determined by a medical examination administered as part of the selection process.
- No felony convictions (including expunged records or convictions under YTA etc.)
- Must possess a valid Michigan driver's license.
- Full time law enforcement experience is preferred but is not mandatory.
- Lateral Transfer Candidates must meet Lateral Transfer Guidelines found elsewhere in this posting.

ESSENTIAL JOB FUNCTIONS

- Affect an arrest, forcibly if necessary, using handcuffs and other restraints.
- 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.
- 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 verbally and effectively by listening to people and by giving information, directions and commands.

- Conduct searches of buildings and large outdoor areas, which may involve walking, and/or standing for long periods of time and which requires the ability to distinguish color and perceive shapes.
- Conduct visual and audio surveillance for extended periods of time.
- Enter and exit vehicles quickly to perform rescue operations, pursue a suspect or answer an emergency call.
- 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.
- Gather information in criminal investigations by interviewing and obtaining the statements of victims, witnesses, suspects and confidential informants.
- 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.
- Manage interpersonal conflicts to maintain order.
- Operate an emergency vehicle during both day and night; in emergency and pursuit situations involving speeds in excess of posted limits while exercising due care and caution and in exception to traffic control devices and in congested traffic and in unsafe road conditions and environmental conditions such as fog, smoke, rain, ice and snow.
- Perform law enforcement patrol functions while working rotating shifts weekends, holidays and unanticipated overtime.
- Perform tasks, which require lifting, carrying, or dragging people or heavy objects while performing arrest, rescue or general patrol functions.
- Perform searches of persons which involve touching and feeling to detect potential weapons and contraband.
- Prepare investigative and other reports, including sketches, using appropriate grammar, symbols and mathematical computations.
- May be called on to testify in criminal or traffic hearings. Must be able to testify affectively.
- Pursue fleeing suspects on foot both day and night in unfamiliar terrain.
- Read and comprehend rules, regulations, policies, procedures and law for purpose of ensuring appropriate office behavior/response and performing enforcement activities involving the public.
- Subdue resisting subjects using hands and feet while employing defensive tactics, maneuvers or approved non-lethal weapons.
- Use body force to gain entrance through barriers to search, seize, investigate and/or rescue.
- Be prepared to render emergency medical assistance.
- Independently conduct complex, thorough investigations.
- Able to prepare well written, correct, clear and concise Police reports

The above statements are intended to describe the general nature and level of work being performed by employees assigned this classification. It is not an exhaustive list, duties and responsibilities may be added, deleted or modified at any time.

PHYSICAL CAPACITY REQUIREMENTS

Position requires reaching, sitting, talking, walking, hearing, seeing, standing, kneeling, crawling and handling large amounts of weight.

WORKING CONDITIONS

Exposure to outside elements, contact with people harboring potentially communicable diseases, unpleasant crime scenes.

Applications can be located at the Sanilac County website: WWW.SANILACSHERIFF.ORG
under the Careers tab.

Applicants must provide a copy of their current resume.

Applications can be found at www.sanilacsheriff.org under the Careers tab.

Applications can be submitted via email to: mmoore@sanilacounty.net,
dropped off at the Sheriff's Office or mailed to:

Lt. Micheal Moore
Sanilac County Sheriff's Office
65 N. Elk Street
Sandusky, Michigan 48471

UPDATED/POSTED:
01/08/2024