



WE ARE HIRING

Position: Deputy Sheriff

Police Academy Sponsored Recruit – Entry Level

Division: Uniform Services Division (Road Patrol)

Union: Police Officers Association of Michigan
Sanilac County Deputy Sheriff's Association

Starting Wage:

\$23.13 a/hr.

Full-time Top Out after 5
years at \$26.96 a/hr.

Do you have what it takes to become a Uniform Services Deputy Sheriff in Sanilac County? We are looking for Community Oriented Individuals who aspire to begin a career in law enforcement. The Sanilac County Sheriff's Office will sponsor the right candidate to attend the Delta College Police Academy starting in January 2025.

UPON SUCCESSFUL COMPLETION OF THE POLICE ACADEMY WE OFFER....

- **SHIFT HOURS:**
12 hour shifts; Shift premium for those working afternoons and nights
- **3-YEAR RECRUITMENT AND RETENTION INCENTIVE THROUGH 12/31/2025:**
Full-Time \$2,000
- Yearly Uniform Cleaning, Equipment, Footwear and other Special Allowances
- Uniforms provided
- Overtime Opportunities
- Two-Person Health Insurance Coverage
- Specialty Pay up to \$750.00 per year (K9, Dive Team, Accident Investigator, Drone Pilot, etc.)
- Retirement: Defined contribution/deferred compensation plan with employer contribution of at least 7% of hourly wages.
- Longevity Pay
- Personal, Sick, Flex, Vacation and Holiday pay

Applicants being considered for employment will be required to pass the following prior to being offered a Conditional Offer of Employment:

1. Pass Written/Video Common Sense/Judgement Testing administered by the Sheriff's Office.
2. Pass the Michigan Commission on Law Enforcement Standards two-part Pre-Employment testing process (Written and Physical Agility Testing.) Visit: www.michigan.gov/mcoles for more information.
3. Pass a criminal background check

Upon being offered a Conditional Offer of Employment the Applicant will:

1. Complete a psychological and health examination, including a drug screen.
2. Sign a four (4) year MCOLES Police Academy Sponsorship Employment Agreement

FOR MORE INFORMATION ON THIS POSITION OR ON HOW TO APPLY PLEASE VISIT:

www.sanilacsheriff.org



SANILAC COUNTY SHERIFF'S OFFICE

65 NORTH ELK STREET SANDUSKY, MICHIGAN 48471 OFFICE: (810) 648-2000
FAX: (810) 648-5162 · EMERGENCY: 9-1-1 · WWW.SANILACSHERIFF.ORG
· WE ARE AN EQUAL OPPORTUNITY EMPLOYER ·

PAUL D. RICH
SHERIFF

NATHAN L. SMITH
UNDERSHERIFF

JOB POSTING

Position: Entry Level Deputy Sheriff; Uniform Services

Police Academy Sponsored Recruit

Rate of Pay: Starting \$23.13 a/hr.; Top Pay 5th Year \$26.96

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

Reports To: Sergeant – Uniform Services Division

Lieutenant – Uniform Services Division

Open To: All Qualified Applicants

The Sanilac County Sheriff's Office is currently accepting applications for the position of Full time Uniform Services Deputy. This will be for applicants who will be sponsored by this office to attend the Delta College Police Academy. Applicants should be Community Oriented Individuals who aspire to serve the Sanilac County Community. The Sanilac County Sheriff's Office will sponsor the right candidate(s) to attend the Delta College Police Academy starting in January 2025. Starting wage for the Full-Time Deputy position is \$23.13 with additional wage step increases with the Deputies top wage after 5 years being \$26.96 under the current POAM Contract. 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 if employed during 2023-2025 contract.

All applicants must be willing to undergo MCOLES Pre-Employment Testing and a Comprehensive Background to ensure suitability for employment as an MCOLES Licensed Deputy Sheriff upon the successful completion of a Basic Police Academy.

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

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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 a U.S. citizen.
- Must be 18 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.

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.

MCOLES POLICE ACADEMY SPONSORSHIP EMPLOYMENT AGREEMENT:

Applicants who are selected for sponsorship to attend a Police Academy at the expense of the Sanilac County Sheriff's Office will be required to sign a four (4) year MCOLES Police Academy Sponsorship Agreement. If candidate were to leave said employment during the contract period they may be responsible for paying back costs associated with sponsorship as allowed under MCL 408.478.

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@sanilaccounty.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

POSTED:
09/16/2024