



Job Description

Full-Time Police Officer – 2nd Shift

The Maple Bluff Police Department seeks a professional and community-focused Police Officer to join our dedicated team. Guided by the values of Integrity, Compassion, Trust, and Dedication, this position offers a unique opportunity to engage in meaningful public service within a distinguished lakeside community. Officers at Maple Bluff are responsible for maintaining safety, building community trust, and addressing a variety of incidents through proactive problem-solving and collaborative policing strategies.

Essential Job Functions

Community Policing and Engagement

- Maintain strong relationships with the community to promote trust and collaboration.
- Participate in outreach initiatives, including public safety and community events.
- Actively support the department's problem-oriented policing strategies by proactively addressing safety concerns, supporting victims, and holding offenders accountable.

Patrol and Emergency Response

- Conduct patrols to deter crime and promote community safety.
- Respond promptly to calls for service, emergencies, investigations, and incidents.
- Operate law enforcement vehicles in diverse and potentially hazardous conditions.

Investigation and Enforcement

- Conduct thorough investigations, collecting and documenting evidence, interviewing witnesses, preparing detailed reports, drafting and executing warrants / subpoenas.
- Enforce local, state, and federal laws, including traffic, criminal, and village ordinances, using sound discretion and procedural justice principles.
- Pursue criminals, detain subjects, effect arrests, serve legal documents, collaborate internal and external stakeholders, confer with prosecutors, and testify as needed.

Operational and Administrative Duties

- Collaborate with team members to pursue and achieve departmental objectives, improve operational efficiency, and deliver exemplary public services.
- Maintain accurate records and complete reports in a timely and professional manner.
- Utilize all department technologies, tools, and resources for investigative purposes.

Training and Development

- Attend and participate in training sessions, pursue continuous improvement, demonstrate highly professional standards, and maintain state certifications.
- Engage in mentorship and cross-training opportunities to enhance professional growth, personal development, and department capabilities.



Recruitment and Retention Incentives

Competitive Salary: Starting at \$36.07/hour, with lateral entry up to \$43.50/hour.

Lateral Opportunity: Lateral entry credit based on experience, education, and other factors.

Retention Bonuses: Up to \$1,000 annually for all full-time officers (budget dependent).

Third-Shift Stipend: \$1/hour additional pay during hours from 10pm to 6am.

Signing Bonuses: Bonuses ranging from \$500 to \$2,000 based on prior experience.

Wellness Programs: Paid mental health wellness days and a required annual wellness visit.

Professional Development: Bi-monthly in-service sessions and paid training opportunities.

Field Training Officer Pay: \$6/hour additional pay during FTO duties or compensatory time.

Qualifications

Required

- Certification by the Wisconsin Law Enforcement Standards Board.
- U.S. citizen with valid Wisconsin Driver's License and good driving record.
- High school diploma and at least 60 college credits.
- Ability to meet physical and cognitive demands of the position.
- Must be willing to work evenings, weekends, and holidays; have no domestic abuse convictions, no felony convictions, and vision correctable to 20/20.
- Required to perform essential functions of the position including: possessing a firearm, using all standard equipment, clear and concise speech, good verbal and written communication skills, reacting quickly and effectively to stressful situations.

Preferred

- Previous law enforcement experience and/or community engagement roles.
- Demonstrated commitment to procedural justice and community service.
- Desire to serve and protect others, work independently and collaboratively in a small team, while using sound judgement during difficult and high-stress situations.

Work Environment and Physical Demands

- Work in diverse environments, including office, vehicle, and outdoor settings, often under potentially hazardous conditions and threat of physical harm to self and others.
- Participate in physically demanding activities, including wearing protective gear and handling equipment for long periods of time, in varying environmental conditions.

Disclaimer: The above is intended to describe the general content of the requirements for the performance of this job. It is not intended to be construed as an exhaustive statement of duties, responsibilities, or requirements.