

JOB ANNOUNCEMENT: Police Officer



Where Georgia comes together.

POSITION OPENING:	26.18 Police	Post Dates: Open Until Filled
Classification Title:	Police Officer	
Term of Appointment:	Regular full-time	
Probationary Period:	12 months	
Starting Base Rate:	Police Officer: \$24.72 Police Officer II: \$27.81	

Compensation and Experience Credit

The City of Perry offers a competitive compensation package designed to recognize prior law enforcement experience, professional development, education, and specialized training. Experienced Georgia POST Certified officers may receive credit for qualifying full-time sworn law enforcement experience, resulting in placement above the entry-level pay rate, subject to verification and department approval.

Experience credit may be granted for:

- Full-time sworn law enforcement service with a municipal, county, state, or federal law enforcement agency.
- Service in positions requiring peace officer certification and the performance of law enforcement duties.
- Relevant military law enforcement experience, as determined by the City.
- Other qualifying public safety experience that is substantially similar to the duties of a police officer, subject to review.

The Perry Police Department is committed to equipping officers with the training and resources needed to serve the community effectively. All officers complete Mental Health First Aid, Crisis Intervention Training (CIT), and Resilience Training to enhance their ability to respond appropriately to calls involving individuals experiencing a mental health crisis.

Additional compensation considerations may include:

- Educational incentives for Associate's, Bachelor's, Master's, or other advanced degrees from accredited institutions.
- Specialty pay for approved certifications, assignments, and specialized training.
- Opportunities for career advancement and promotional increases.
- Overtime, holiday pay, and on-call compensation, as applicable.
- Comprehensive benefits package, including POAB pension participation, a 457(b)-retirement plan with a 5% City match beginning on day one, health insurance, paid leave, and other employee benefits.

Starting salary and placement within the pay range are determined based on qualifications, verified experience, certifications, education, and internal equity considerations. Applicants are encouraged to submit documentation supporting prior law enforcement service, educational achievements, and professional certifications for consideration during the hiring process.

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Job Summary

Full-time opportunity to join the City of Perry Police force to provide quality service in partnership with our community which promotes safe and secure neighborhoods. Under general supervision, perform full range of police duties including routine patrol, law enforcement, preliminary investigations, and traffic control for a designated area on an assigned shift. Patrols assigned areas on foot, bicycle, or vehicle to control traffic, prevent crime or disturbances of peace, arrest violators, and assist citizens as requested.

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Essential Tasks. Other duties may be required and assigned.

- Patrol zone to detect and deter criminal activity and other duties as assigned.
- Respond to calls for service received by communications.
- Apprehend, arrest, and process offenders to include warrant application.
- Provide traffic assistance with direction and control when needed.
- Testify in judicial proceedings.
- Complete all required reports and forms, including accident and incident reports, with assistance as needed.
- Attend and complete mandatory training to maintain certification.
- Inspect, maintain, and operate assigned vehicle, uniform, and equipment.

Knowledge, Skills, & Abilities Required for the Position

- Knowledge of relevant federal and state laws, criminal and traffic codes, search and seizure laws, City ordinances, and department policies/procedures.
- Understanding of traffic investigation techniques and procedures.
- Proficient in City geography and street patterns.
- Skilled in interrogation and interviewing techniques.
- Ability to properly restrain persons without causing physical harm.
- Skilled in public and interpersonal relations; and oral and written communication.
- Proficient in the use of digital communication/reporting systems.

Reports To:

Assigned shift leader.

Physical Demands

The Physical demands described herein are representative of those that must be met by an employee to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform essential functions.

- Frequently lifts, carries, pushes, pulls, and moves equipment, evidence, reports, and other materials of varying weights and sizes. Standard duty equipment, including duty belt, firearm, Taser, handcuffs, baton,

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pepper spray, ammunition, radio, microphone, ballistic vest, and protective helmet may weigh up to 18 pounds combined and must be worn for extended periods.

- Performs floor-to-waist, waist-to-shoulder, horizontal, and overhead lifting while handling equipment, evidence, and other materials.
- Carries duty equipment, protective gear, reports, manuals, and evidence during routine and emergency operations.
- Requires sufficient grip strength and manual dexterity to safely operate firearms, conduct arrests, utilize defensive tactics and restraint techniques, operate emergency vehicles, use communication equipment, and prepare written and electronic reports.
- Frequently reaches, bends, stoops, kneels, crouches, crawls, twists, and maintains awkward positions while conducting investigations, surveillance, arrests, emergency response activities, and evidence collection.
- Must be capable of performing CPR, first aid, and rescue activities when necessary.
- May sit for extended periods while patrolling, operating vehicles, completing reports, and conducting surveillance.
- Must be able to stand, walk, and run for extended periods during patrol, traffic control, investigations, emergency response, arrests, and community engagement activities.
- Must be capable of climbing stairs, traversing uneven terrain, negotiating barriers such as fences and obstacles, and maintaining balance while wearing duty equipment.
- Requires visual acuity, hearing, and coordination sufficient to observe surroundings, identify hazards, operate vehicles and equipment, qualify with firearms, and respond effectively to emergency situations.
- Must successfully qualify and maintain proficiency with department-issued firearms and equipment.
- Must be capable of responding rapidly and effectively to physically demanding and potentially life-threatening situations.

Work Environment

- Work is performed in a variety of indoor and outdoor environments, including office settings, patrol vehicles, public facilities, residential areas, roadways, construction zones, and undeveloped terrain.
- Regularly exposed to varying weather conditions, including extreme heat, cold, rain, humidity, and other environmental conditions.
- May be exposed to hazardous conditions including traffic, noise, violence, weapons, bodily fluids, infectious diseases, hazardous materials, and other potentially dangerous situations.
- Duties may involve direct contact with individuals who are hostile, combative, intoxicated, emotionally disturbed, or otherwise unpredictable.
- Requires the use of personal protective equipment, including ballistic vests, protective helmets, gloves, and other safety equipment as necessary.
- Subject to emergency call-outs, rotating shifts, weekends, holidays, overtime, and extended work hours during emergencies, special events, disasters, or critical incidents.
- Work routinely involves a high degree of responsibility, independent judgment, and exposure to stressful and potentially life-threatening situations.

Minimum Qualifications

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- High school diploma or general GED equivalent.

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- Current Georgia POST Peace Officer Certification (or ability to obtain certification through reciprocity as applicable).
- Must have and maintain a valid Georgia Driver's License and an acceptable Motor Vehicle Record throughout employment.
- Meet all requirements established by the Georgia Peace Officer Standards and Training (POST) Council.
- Ability to pass background investigation, psychological evaluation, drug screening, and physical examination.
- Ability to effectively communicate in vocal and written format in business English language.

Police Officer II

- Possess all qualifications required of a Police Officer I.
- Possess at least one year of experience as a non-probationary Police Officer I.
- Completion of at least two classes toward either POST Intermediate or Advanced certifications.
- Completion of 15 semester hours of college credit.
- Completion of Mental Health First Aid training.

Preferred Qualifications

- Associate's or Bachelor's degree in Criminal Justice, Public Administration, or related field.
- Prior law enforcement experience.
- Specialized certifications or training (e.g., Crisis Intervention Team (CIT), Field Training Officer (FTO), Accident Reconstruction, Drug Recognition Expert, K-9).

Application must be completed in full to be considered.

<https://perry-ga.gov/human-resources>

This position requires pre-employment, post-accident, and random drug screening.

THE CITY OF PERRY IS AN EQUAL OPPORTUNITY EMPLOYER AND A CERTIFIED DRUG FREE WORKPLACE

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POLICE DEPARTMENT APPLICATION/ EVALUATION PROCESS

Must have completed a City of Perry online application.

Interviews will be scheduled with the Chief of Police and department command staff.

Eligible candidates who are selected for the interview process will be required to participate in the below evaluation process:

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1. Pass a physical agility and fitness course.
2. Background investigation to include criminal history, education and training, employment history, reference check, MVR Driver's history, and fingerprint background check for criminal records.
3. Voice stress analysis or a polygraph examination
4. Pass the POST Admission Test.
5. Emotional stability and psychological fitness examination.
6. Physical exam and drug screen.