

# **CITY OF BELLE MEADE**

## **MINIMUM QUALIFICATIONS/EXPERIENCE FOR POLICE OFFICER**

All applicants shall meet the requirements of TCA 38-8-106, qualifications of police officers. Applicants shall be at least 21 years of age, a citizen of the United States, and possess a high school diploma or GED equivalency. Applicants shall not have been convicted of, pleaded guilty to or entered a plea of nolo contendere to any felony charge or to any violation of any federal or state laws or city ordinances relating to force, violence, theft, dishonesty, gambling, liquor or controlled substances or been released or discharged under any other than honorable discharge from any of the armed forces of the United States.

Applicants must have their fingerprints on file with the Tennessee Bureau of Investigation. They shall possess a good moral character as determined by a thorough investigation conducted by the City of Belle Meade and be free of all apparent mental disorders as described in the Diagnostic and Statistical manual of Mental Disorders, Third Edition (DSM-III) of the American Psychiatric Association. A qualified professional in the psychiatric or psychological fields must certify applicants as meeting these criteria.

Applicants shall possess a valid "class D" Tennessee operator license as issued by the Tennessee Department of Safety and have an acceptable driving record.

An applicant being seriously considered for hire will be required to pass a physical examination by a licensed physician.

## **PAY SCALE / BENEFITS**

Fiscal Year 2010 Pay Scale for Patrol Officer: Min. \$33,981 – Max. \$47,849 TBD based on experience and qualifications

Periodic pay increases are determined by solely by the pay-for-performance process as spelled out in the City's Employee Empowerment Program Policy and Procedure.

Benefits:

- Longevity Pay
- Overtime Pay
- State Supplemented In-Service Pay
- Off-Duty Employment Opportunities
- Health & Dental Insurance – approx. 30% Employee Contribution
- Life Insurance Policy Paid by City - \$20,000
- Additional Insurances Available Through Payroll Deduction
- Long-Term Disability Policy Paid by City
- Take-Home Vehicle Within 25 Miles From Station
- Clothing & Uniform Allowance
- 1 Sick Day per Month Accumulated Up To 90 Days
- 10 Paid Holidays Per Year
- Vacation: 2 Weeks- 1-5 Years, 3 Weeks- 6-10 years, 4 Weeks-10+ years