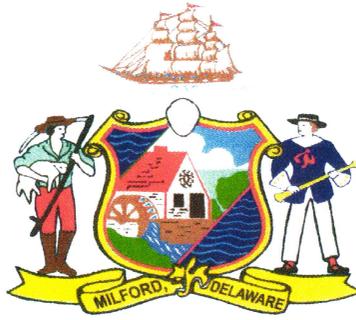


City of Milford



City Council Committee Agenda

Milford City Hall Council Chambers
201 South Walnut Street
Milford, DE 19963

Police Committee Meeting November 21, 2016 5:30 p.m.

Call to Order - Chairman James Burk

Certified Police Officer Recruitment Bonus

Adjourn

This agenda may be subject to change to include additional items including executive sessions or the deletion of items including executive sessions which arise at the time of the public body's meeting.

SUPPORTING DOCUMENTS MUST BE SUBMITTED TO THE CITY CLERK IN ELECTRONIC FORMAT NO LATER THAN ONE WEEK PRIOR TO MEETING; NO PAPER DOCUMENTS WILL BE ACCEPTED OR DISTRIBUTED AFTER PACKET HAS BEEN POSTED ON THE CITY OF MILFORD WEBSITE.

111516 111616 Agenda Item Amended

Departments Currently Advertising for Certified Officers and Comparable Starting Salaries:

Milford PD	\$45,500	
Capitol Police	\$47,950	
Laurel Police	\$41,100	(take home vehicle)
South Bethany	not stated	
Georgetown Police	\$42,000	(take home vehicle)
Milton Police	41,000 - \$43,000	(take home vehicle)
Seaford Police	not stated	\$42,392.00
Smyrna Police	\$47,667.79	
Middletown Police	\$46,806	\$51,486.78 upon graduation from academy
Bethany Beach Police	\$46,739	(take home vehicle)
Harrington Police	\$37,500	(take home vehicle)
DELMAR	Not stated	\$35,500 \$37,500 upon required training from both DE & MD.

CITY OF MILFORD

DELAWARE



"THE GARDEN CITY OF TWIN COUNTIES"

MILFORD POLICE DEPARTMENT

400 N.E. FRONT STREET
MILFORD, DE 19963
(302) 422-8081 FAX (302) 424-2330

Milford Police Department Accepting Applications

The Milford Police Department is accepting applications for **Delaware Certified Officers**. Certified applicants must be able to meet the requirements established by the Council on Police Training.

City of Milford Police Department offers a competitive salary starting at \$45,500 with benefits. Benefits include: Medical Insurance, Dental Insurance, Vision Insurance, Life/AD&D, LTD, 457b Def. Comp., Pension Plan, Paid Vacation, Holiday Leave, and Sick Leave. Milford Police Department participates in the State of Delaware County/Muni Police Pension Plan.

City of Milford is an Equal Opportunity Employer. Applications are available at the City of Milford Police Department or on-line at www.cityofmilford.com. Please send applications to:

Milford Police Department
Attn: Vicky Knorr
400 N.E. Front Street
Milford, Delaware 19963



DELAWARE CAPITOL POLICE

WE ARE HIRING!

- MUST BE A DELAWARE CERTIFIED POLICE OFFICER WITH CURRENT COPT CERTIFICATION (NOT EXPIRED/INACTIVE)
- CURRENT OPENINGS ARE IN NEW CASTLE COUNTY AND KENT COUNTY
- COMPETITIVE STARTING SALARY (\$47,950 PER YEAR)
- OPPORTUNITIES FOR ADVANCEMENT AND PROMOTION STATEWIDE
- STATE OF DELAWARE BENEFITS (MEDICAL, DENTAL, PENSION ETC.)

CLOSING DATE FOR APPLICATIONS IS OCTOBER 11TH AT 11:59PM
DON'T DELAY.....APPLY NOW!

FOR FURTHER DETAILS, GO TO: DELAWARESTATEJOBS.COM



Web link: <https://www.jobaps.com/DE/sup/BulPreview.asp?R1=100316&R2=Mbbb04&R3=450200>

Respectfully,

Lieutenant Michael Downs #9606 | Delaware Capitol Police

Operations Commander – Central Operation

414 Federal Street, Dover DE 19901

☎: 302-735-8080 - Office

Wells David (Milford PD)

From: Bell, Peggy (DELJIS) <Peggy.Bell@state.de.us>
Sent: Wednesday, August 10, 2016 11:10 AM
To: CJ_users; DSP_Sworn Mail; DATE_Agents; DNREC_Enforcement_Sworn; Fire.marshall;
CAPPD_Police_Officers
Subject: Laurel Police Department Employment Opportunity

This posting is sent at a request of Laurel Police.



Laurel Police Department is hiring a full time police officer.

Starting salary is \$41,100

Benefits include: take home care, paid vacation, medical, etc.

COPT certified preferred.

Applications for employment can be obtained at the Laurel Police Department
205 Mechanic Street
PO Box 622
Laurel, DE 19956

Closing date for this application process is November 30, 2016

Direct any questions to Chief Danny Wright at Danny.Wright@CJ.State.de.us or by calling 302-875-2243. Thank you

Neal A. Carrier
Chief Administrative Assistant
Laurel Police Department
205 Mechanic Street
P.O. Box 622
Laurel De. 19956

South Bethany Police



402 Evergreen Road
South Bethany, DE 19930
Phone (302) 539-3996 Fax (302) 539-7545

NOW HIRING

The South Bethany Police Department is now accepting applications for a full time Delaware Certified Police Officer. Applicants may be expected to undergo a background investigation, drug/medical evaluation, psychological evaluation, and physical and written exams. Benefits to include: health and life insurance, pension, vacation, and overtime.

MINIMUM REQUIREMENTS

1. Delaware COPT certified
2. Applicant must be a United States citizen
3. Must possess a high school diploma or GED
4. Delaware residency is required
5. Applicants must have a current, valid driver's license

The South Bethany Police Department is an equal opportunity employer. Applications can be obtained at the South Bethany Police Department, 402 Evergreen Rd. South Bethany, DE 19930 OR on our website at www.southbethany.org. Resumes will not be accepted unless accompanied by a completed application. **Applications must be submitted no later than August 29, 2016 to be considered.**

Completed applications can be submitted through:

E-mail (Deirdre.jensen@cj.state.de.us)

Fax (302) 539-7545

Mail - South Bethany Police
402 Evergreen Rd.
South Bethany, DE 19930

Georgetown Police Department



“Guardians of Georgetown”

Now Hiring

Certified Police Officer

Closing Date: September 26, 2016

Summary Statement: This position is responsible for providing professional law enforcement services to the citizens of Georgetown, as well as, visitors to the Town of Georgetown.

Requirements: Delaware COPT Certification from an approved police academy, no felony convictions, valid driver’s license, high school diploma or equivalent

Selection Process: Physical fitness test, oral board interview, background investigation, interview with the Chief of Police, physical exam/drug screening/psychological exam

Salary/Benefits: Starting salary of approximately \$42,000.00, comprehensive health, dental, and vision plans, paid vacation, sick leave, holidays, pension plan, and uniform laundry service

Please submit applications to:
Georgetown Police Department
335 North Race Street
Georgetown, DE 19947
ATTN: Human Resources

Applications may be found on the Town of Georgetown website: <http://www.georgetowndel.com>
Click on **“Departments”**, then click **“Police”**, then click **“Georgetown Police Department Employment Application”**

Applications may also be picked up in person at the Georgetown Police Department, Monday through Friday from 8:00 AM to 4:00 PM.

Attachments to applications:

- Please do not submit copies of evaluations, letters of reference, training certificates, or college transcripts unless they are requested.
- Applications or additional information will not be accepted after the closing date.
- Resumes will not be accepted unless accompanied by a Georgetown Police Department application.

The Georgetown Police Department is an Equal Opportunity and Affirmative Action Employer.

Wells David (Milford PD)

From: Bell, Peggy (DELJIS) <Peggy.Bell@state.de.us>
Sent: Thursday, September 22, 2016 5:01 PM
To: CJ_users; DNREC_Enforcement_Sworn; CAPPD_Police_Officers; DATE_Agents; Fire.marshall
Subject: FW: Employment Opportunity

MILTON POLICE EMPLOYMENT OPPORTUNITY

Milton Police Department is seeking applications for **Certified** Police Officers.

Starting salary range is \$41,000-\$43,000 per year.

Offering a comprehensive health, dental, and vision plans, paid vacation, sick leave, holidays, pension plan, uniform laundry service and a take home car.

Applications can be obtained from the Milton Police Department, located at 101 Federal Street, Milton, DE 19968, or from the Town of Milton webpage, Milton.delaware.gov.
Application deadline is **October 7, 2016**

Note:

If you have applied within the past 6 months, applications are still on file and there is no need to re-apply.

Thank You,
Laura A. Karlik
Administrative Assistant
Milton Police Department
101 Federal Street
Milton, DE 19968
(302) 684-8547 – Phone
(302) 684-8046 – Fax
Laura.Karlik@CJ.State.de.us

Confidentiality Notice: *This message is intended for the use of the individual or entity to which it is addressed and may contain information that is privileged, law enforcement sensitive and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering this message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in*

**CITY OF SEAFORD
EMPLOYMENT OPPORTUNITY
POLICE OFFICER**

\$42,390.40 STARTING SALARY

Are you looking for a rewarding and exciting career? Do you have what it takes to become a Law Enforcement Officer? Here is your opportunity to join the ranks with the Seaford Police Department.

Become a full time officer with benefits – health and life insurance, pension, vacation, holiday pay and overtime. This is an Entry-level position and shift work is required. Candidates must be able to successfully pass a written exam, fitness agility, psychological screening, polygraph exam, medical exam and drug screen. High school diploma required. All applicants are subject to a criminal history background check. **Candidates with State of Delaware certification may seek a waiver on the written exam and are encouraged to apply.** Applications may be obtained at the Seaford Police Department, 300 Virginia Avenue, Seaford, DE 19973 between the hours of 8:00 a.m. and 5:00 p.m. Monday through Friday or obtained on line at www.seafordde.com.

The City of Seaford Police Department accepts applications for both police and civilian positions on a continual basis. Resumes without completed applications will not be accepted. Applications will be kept up until the next available testing process. Applicants will be notified once a testing date has been established.

The City of Seaford is an Equal Opportunity Employer.



NOTICE OF JOB POSTING

POLICE OFFICER

Applications are being accepted by the Town of Smyrna for the position of police officer with an annual salary of \$47,667.79.

Closing Date: October 7, 2016

Job description/applications are available online at www.smyrna.delaware.gov.

Town of Smyrna is an AA/EEO employer.



Middletown Police Department Recruit Police Officer

Date Posted: September 22, 2016

Deadline: October 21, 2016 by 4:00 PM

Middletown Police Department is accepting applications for a Recruit Officer.

Salary: \$46,806.17 plus benefits; \$51,486.78 upon police academy graduation

Employment Application, Police Candidate Questionnaire, Release Forms: All information is available online at <http://www.middletownde.org> and/or Middletown Police Dept. (MPD) All information must be received by October 21, 2016, by 4:00 pm to Human Resources, Town of Middletown, 19 W. Green St., Middletown, DE 19709.

Eligibility/Departmental Requirements: Candidates must meet all of the COPT Standards of the State of Delaware.

- Candidate must be a minimum of twenty-one (21) years of age by the end of the police academy; approx. July 2017
- Possession of an Associate Degree or at least sixty (60) credit hrs. from an accredited college or university; or at least two (2) consecutive yrs. of active military service with the Armed Services of the United States with an honorable discharge **and** thirty (30) credit hrs. from an accredited college or university.
- Possession of a valid Delaware Class D driver's license or its equivalent
- Citizen of the United States.
- Vision must not be less than 20/200 in each eye and correctable to 20/20 with contact lenses, in each eye, and must have the ability to distinguish between the colors of red, green and amber.

Hiring Process Includes: candidate questionnaire, written exam, essay, oral board interview, background investigation, including criminal, employment, credit analysis, character reference, and driving record, pre-employment physical, fitness, drug and alcohol testing, psychological examination, and a polygraph.

Written Exam: Applicants must be available to attend a written exam in person, which will be scheduled on November 3, 2016 from 6:00 pm to 9:00 pm and be held at the Volunteer Hose Company of Middletown, at 27 W. Green St., Middletown, DE 19709.

For additional information, contact Human Resources at 302-376-7946.

The Mayor and Council of Middletown

The Town of Middletown is an Equal Opportunity Employer dedicated to maintaining a qualified, competent workforce, and providing excellent service to its citizens.



BETHANY BEACH POLICE DEPARTMENT

**214 Garfield Parkway
P.O. Box 109
Bethany Beach, DE 19930
(302) 539-1000
(302) 539-8033 Fax**

**Michael D. Redmon
Chief of Police**

BETHANY BEACH POLICE DEPARTMENT Full Time Police Officer

The Bethany Beach Police Department is accepting applications for the position of Police Officer. The applicant must be a U.S. citizen and have reached their 21st birthday prior to graduation from the Academy. Applicant must have a high school diploma, or GED, and have attained a minimum of 60 semester credits or 90 quarter credits from an accredited college or university. Applicant must possess a valid driver's license. A DUI conviction within 5 years or a suspension or revocation within 3 years is an automatic disqualification. Applicant must have a clean background with no felony arrests.

Salary and Benefits Include:

- Entry Level Salary: 46,739.00 per year
- Highmark Health Insurance 0% employee contribution
- Medical Reimbursement Stipend
- Delaware State County/Municipal Police Pension Plan (retirement eligibility after 20 years)
- Sick time, Vacation Time and Personal Leave
- College Tuition Reimbursement Program
- Career Development Program
- Annual Raises
- Bonuses
- 12 Hour Work Schedule
- Take Home Patrol Vehicle Program
- All Equipment Provided

Applications can be obtained at:

The Bethany Beach Police Department, 214 Garfield Parkway, Bethany Beach, DE, 19930

Or Online at: www.Townofbethanybeach.com/DocumentCenter/Home/View/126

Harrington City Police

10 Mechanic Street
Harrington, Delaware 19952

Norman R. Barlow
Chief of Police

Phone 302-398-4493

Fax 302-398-8947



October 4, 2016

The Harrington Police Department is accepting applications for Delaware C.O.P.T. certified and non-certified applicants for the position of patrolman. Applicants must be able to pass all required testing. City of Harrington offers excellent benefits and a competitive salary. Applications can be picked up at the Harrington Police Dept. 10 Mechanic Street, Harrington, De 19952 or on our website www.cityofharrington.com. HPD is an equal opportunity employer. Applications must be received by 10/17/16 at 4pm. Please refer all applications or any questions to Ruth Peterman, Police Resource Manager, 302-398-4493 ext. 10.

DELMAR, DELAWARE - MARYLAND POLICE DEPARTMENT

Ivan E. Barkley Sr.

Chief of Police

State of Delaware

P.O. Box 11

Delmar, DE 19940

302-846-2320

Fax 410-896-3870

www.delmarpolice.com



State of Maryland

102 S. Penn. Ave

Delmar, MD 21875

410-896-3131

The Delmar Police Department is the last Bi-State Municipal Police Agency in the United States. The Agency provides full service to the citizens of Delmar, Maryland and Delmar, Delaware.

The Department is currently accepting applications for new police officer candidates and pre-certified officers.

If you are interested in being a part of this unique team, please go to www.delmarpolice.com click on the "employment" tab, fill out the application and either deliver it in person or mail to:

Delmar Police Department

Attn: Lt. Wade Alexander

102 S. Pennsylvania Ave.

Delmar, MD 21875

Applications will be accepted until September 30, 2016