



INDIAN CREEK VILLAGE PUBLIC SAFETY DEPARTMENT



POLICE OFFICER EMPLOYMENT OPPORTUNITIES

The Indian Creek Village Public Safety Department, seeks quality individuals who are interested in working in a high service, marine-oriented environment that offers outstanding pay & benefits.

THE SETTING

The 16 member Department is responsible for providing primary police services to America's most exclusive municipality. The Village, located on an island in Biscayne Bay overlooking Downtown Miami, is comprised of 34 mansion home sites and an exclusive country club. Residents of and visitors to the Village are internationally recognized persons from the fields of business, entertainment, sports and government.

Marine Operations

The Department is a marine oriented agency and operates the state's only 24/7 marine patrol unit with 3 vessels and a personal watercraft. As part of the Joint Marine Patrol Area, a working agreement with neighboring jurisdictions, the agency performs marine patrol activities for those communities and has marine jurisdiction throughout Biscayne Bay.

Protective Duties

Because of the clientele and its limited access, the Village has one of the lowest crime and calls for service rates in the country. Most of the Department's land based activities are protection and service oriented with negligible call volume. In addition to marine and road patrol, Members work at a sentry post / communications center and monitor highly sophisticated security and alarm systems and well as handle access control duties.

Training

Despite the low crime rate and call for service level, the agency is committed to extremely high levels of training in areas such as weapons, defensive tactics and tactical operations. Each officer will become proficient in a wide range of weapons, including fully automatic firearms. Additionally, all receive extensive training in marine patrol functions including marine rescue, boater safety and maritime law and ordinance enforcement.

Education

The Department is extremely higher education oriented and actively encourages and supports Members to complete associates, bachelors and/or advanced degrees. Tuition reimbursement, a liberal scheduling policy and a unique 12-hour day schedule assist Members in completing their educations.

THE SUCCESSFUL CANDIDATE

The Department seeks individuals who wish to enter law enforcement, obtain professional training and complete their education before perhaps moving to larger local agencies or the federal service. Our pay and benefits plan is designed to permit an officer, after 5 years service, to complete their degrees, enjoy outstanding training experiences and accumulate a significant balance in a 401(a) account before potentially moving to another agency. Candidates may not use tobacco.

The Department requires a minimum two-year commitment from prospective employees (waived upon acceptance by a federal law enforcement agency).

THE PAY & BENEFITS

- Annual starting salary of \$61,595 *plus* 13 paid holidays. Probationary employees receive evaluations at 6, 12, 18 and 24 months. Each successful evaluation receives a 5% merit step increase. Upon completion of the two-year probationary period, salary increases to \$ 74,861 *plus* holiday pay. The Pay Plan is adjusted annually for the cost of living increases. Additionally Members receive State Salary Incentive Funds.
- Educational Incentive Pay as Follows:
 - Associate Degree \$1,200 per year
 - Bachelors Degree \$2,400 per year
 - Graduate Degree \$3,600 per year
 - EMT \$3,600 per year(Incentives are cumulative; thus, an EMT with a BA degree earns an additional \$6,000 per year)
- Uniform allowance of \$150 per month
- Full Health & Dental Coverage for employee, **100%** paid by Village
- 401(a) Plan with 12% Village contribution, vesting in five years
- 100% College tuition, books and fees reimbursement
- Unlimited Training opportunities
- Unique 12-hour day, 7 days in two weeks schedule with every other weekend off.

TO APPLY

Contact the agency at 305-865-4121 or visit our website at www.indiancreekvillagefl.gov to obtain an application.

INDIAN CREEK VILLAGE IS AN EQUAL OPPORTUNITY EMPLOYER