

Job Announcement – Police Sergeant (DCJS Certified) - \$69,300-\$77,000 & up to \$10,000 hiring bonus

The Louisa Police Department is seeking Police Sergeant to join our team and serve the Town of Louisa by providing professional law enforcement and public safety services to our community.

About the Department

The Louisa Police Department is built on the highest standards of ethics and integrity, which serve as the foundation for delivering essential police services to protect and serve our community. We are committed to providing ethical leadership through active community engagement while working to prevent and combat crime, enhance safety in both the workplace and the community, and uphold the sanctity of human life.

Duties and Required Skills

- Responsible for effective supervision, complete employee annual evaluations, asses department’s needs, recommend purchases, review and approve reports.
- Enforce criminal laws, traffic regulations, and maintain public order.
- Patrol designated areas utilizing a police vehicle or on foot.
- Conduct criminal and vehicle accident investigations.
- Effect arrests and testify in court.
- Follow departmental rules, regulations, and applicable laws.
- Safely and effectively use firearms.
- Communicate effectively with people of all ages and backgrounds.
- Comprehend and execute complex oral and written instructions.
- Exercise sound judgment in stressful situations.
- Maintain good physical condition to meet the demands of law enforcement work.
- Demonstrate keen observation and situational awareness.
- Uphold the highest standards of ethics, integrity, and professionalism.
- Perform other duties as assigned.

Work Schedule

- Work a varied 12-hour shift schedule, or other schedule as approved by the Chief of Police.
- Workdays alternate weekly:
- Week 1: Monday, Tuesday, Friday, Saturday, Sunday
- Week 2: Wednesday, Thursday
- Sergeant is considered *essential personnel* and may be required to report during emergencies, natural disasters, or other critical incidents.

Training

- All lateral entry officers/sergeant will complete department-specific training and orientation.
- Ongoing in-service and specialized training is required to maintain certification.

Compensation & Benefits

- Sergeant salary: \$69,300-\$77,000 and up to \$10,000 hiring bonus.
- Health, dental, and vision insurance.
- Paid time off.
- Retirement plan - Virginia Retirement System (VRS) – LEOS with 1.85 multiplier.
- Take home vehicle (full-time officers only).

Minimum Qualifications

- High school diploma or GED issued by a state department of education.
- Possession of a valid driver's license at the time of appointment.
- Current law enforcement DCJS certification in the Commonwealth of Virginia.
- Firearms proficiency.
- Three (3) consecutive years with one law enforcement agency as a sworn officer.

Preferred Qualifications

- Prior law enforcement supervisory experience.

- Associate or higher degree, or at least 60 credit hours toward a degree, from an accredited college or university.

Necessary Special Requirements

- Must be a U.S. citizen.
- Must successfully complete a comprehensive background investigation, including:
 - Criminal history check
 - Polygraph examination
 - Psychological evaluation
- Must not have been convicted of a felony or serious misdemeanor.
- Must be of good character and reputation.
- Must be able to perform all essential job functions (reasonable accommodations may be considered on a case-by-case basis).
- Must not use tobacco products while on duty.

Physical Requirements

- Following a conditional offer of employment, applicants must successfully complete a comprehensive medical examination, including drug testing.
- Vision must be correctable to at least 20/20 in one eye and 20/40 in the other, with acceptable use of contact lenses.
- Must be physically capable of performing the essential duties of a police officer (reasonable accommodations may be made on a case-by-case basis).

Contact Information

For questions or to submit your application, please contact:

- Phone: 540-748-9112
- Email: mnachtman@louisatown.org (Chief Martin Nachtman)
- Online: <https://louisatown.org/police/>