



BERRIEN COUNTY SHERIFF'S OFFICE

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L. PAUL BAILEY
SHERIFF

CHARLES E. HEIT
UNDERSHERIFF

ROBERT BOYCE
CHIEF DEPUTY

Career Information: Jail Division

To view current job openings:

<https://www.berriencounty.org/DocumentCenter/View/1129/Job-Postings-PDF>

- Persons interested in employment as a Berrien County Sheriff's Deputy in the jail division must successfully pass MSCTC pre-employment testing / requirements. Information on these requirements can be viewed at the following link: <http://www.misctc.org/standards.html>

Hiring Process:

- MSCTC written examination (proctored by EMPCO)
- Local Corrections Officer Physical Abilities Test (LCOPAT)
- Interview(s)
- Criminal History Check / Driving Record
- Comprehensive Background Investigation
- Psychological Suitability Evaluation
- Medical Examination Suitability Evaluation
- Drug Testing

Compensation Package:

<u>Pay Scale:</u>	<u>Vacation Time:</u>	<u>Comp Time:</u>
Deputy \$50,121 - \$66,830	1-5 years - 2 weeks	Up to 160 hours of time off may be accumulated.
Sergeant \$61,997 - \$74,269	5-15 years - 3 weeks	
2022	15-20 years - 4 weeks	
	20+ years - 5 weeks	

Paid Holidays (13) and Personal Days: (2)

New Years' Day, MLK's Birthday, Presidents Day, Spring Holiday, Easter, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving, Christmas Eve, Christmas Day.

Employees also earn two personal days per year.

Pension Plan:

Pension benefits include a 2.8% multiplier, capped at 75% of the average compensation as determined under the amended pension plan for the life of the retiree. An employee with 25 years of service regardless of age is eligible for retirement. Vesting occurs after 10 years.

Health Care:

Benefits include hospitalization, medical and life insurance. Deputies are also entitled to a dental and vision reimbursement program.

Special Teams:

Deputies may be eligible for special team assignments after they successfully complete 1 year of employment.

CPR / First Aid Instructor	Honor Guard	Range Instructor
Dive Team	K9 Team	Tactical Response Unit (SWAT)
Field Training Officer	Motorcycle Team	
Hazmat Team	PCT (Defensive Tactics) Instructor	

Promotional Opportunities:

Deputies are eligible to test for promotion after 2 years of experience.