

SAULT STE. MARIE POLICE DEPARTMENT

Opening Date: February 23, 2026

Closing Date: August 23, 2026

Positions: Employed Police Recruit-Academy Sponsorship-Multiple Positions
 Patrol Officer (Full-Time)-Multiple Positions

Join a dedicated team serving Sault Ste. Marie, Michigan's oldest community. Located on the St. Mary's River along the Michigan–Ontario border, the city has over 13,000 residents, with seasonal population increases due to tourism.

The Police Department operates 24/7 on 12-hour shifts and includes 24 sworn officers, 2 administrative clerks, a non-sworn auxiliary division, parking enforcement, and crossing guards. Sworn personnel consist of the Chief, Captain, Detective Sergeant, 2 Detectives, 4 Patrol Sergeants, 13 Patrol Officers, 1 School Resource Officer, and 1 officer assigned to the Tri-County Narcotics Task Force (TRIDENT).

EMPLOYED POLICE RECRUIT

The City of Sault Ste. Marie will pay for an employed police recruit's academy enrollment costs (eligible under the PSAA grant) and pay the recruit \$15.00 per hour during the academy for all in-session academy hours worked. Upon successful completion of the academy, the recruit will be eligible for hire as a full-time patrol officer and begin the field training process.

This position is for non-licensed applicants.

PATROL OFFICER

Under the direction of the command staff of the Sault Ste. Marie Police Department, a uniformed patrol officer is responsible for preventing crime through enforcement of local ordinances and state laws, while maintaining quality of life for residents, businesses, and visitors through both enforcement and community services.

Applicants must be currently MCOLES licensed, licensable, or enrolled in (or planning to enroll in during 2026) an MCOLES-approved academy or RPTE program. Those not yet licensed must include their anticipated graduation date. Preference may be given based on licensure status. Applications are accepted on a first-come, first-served basis for current and future vacancies until filled.

OPPORTUNITIES AND SPECIAL ASSIGNMENTS

- Sniper
- Narcotics Task Force (TRIDENT)

- Bike Patrol
- School Resource Officer
- Evidence Technician
- Crash Investigation & Reconstruction
- Field Training Officer
- Various Instructor/Trainer Assignments | Firearms, Defensive Tactics, Driving, Etc.

PATROL OFFICER-SALARY AND BENEFITS

- \$5,000 signing bonus
- Lateral transfer pay, commensurate with years of previous full-time LE service
- Starting salary: \$56,246/year (\$27.04/hour)
- Top salary of \$66,696/year (\$32.06/hour) obtained after 3 years of service
- Acting-Sergeant pay
- Shift differential pay
- Contractual and promotional Increases
- Medical, Dental, and Vision Insurance upon date of hire
- Post Employment Health Benefits (PEHP)
- Life Insurance
- [Police Defined Pension Retirement](#) | [Public Act 345](#) | 2.6 percent on the first 27 years of credited service with a maximum benefit of 70 percent of Final Average Compensation. The employee contributes 7.62 percent of total pay toward the cost of the pension
- Police Patrol pension plan years of service requirement – 20 years!!
- Paid vacation and sick time
- 9 paid holidays - including a birthday
- \$150 annual boot allowance
- Private gym - available on/off duty
- Required residency within 20 miles from City limits (within 30 days of hire)

MINIMUM QUALIFICATIONS & REQUIREMENTS / HIRING PROCESS / HOW TO APPLY

- Employed Police Recruit <https://www.saultcity.com/hr/job-opening/employed-police-recruit>
- Patrol Officer <https://www.saultcity.com/hr/job-opening/police-officer-0>