

**POSITION:** Police Officer - Full Time

The Sumpter Township Police Department is accepting applications to fill two full-time police officer positions.

**OPENING DATE:** March 16, 2026

**CLOSING DATE:** September 30, 2026, or until filled.

**CONTACT:** Lt. Brian Steffani, [bsteffani@sumpterpd.org](mailto:bsteffani@sumpterpd.org), 734-461-4833 x2257

**MINIMUM REQUIREMENTS**

- At least 18 years of age
- Be a United States citizen
- MCOLES licensed/ eligible to be licensed
- No disqualifying criminal convictions
- Ability to perform the essential job functions of a police officer
- Demonstrates dependability, reliability, professionalism, and ethical behavior
- Ability to work successfully in a sometimes-high-stress environment, handling multiple tasks and projects simultaneously
- Excellent judgment skills in terms of interpersonal communications and the ability to be flexible and adapt to changing work situations
- Demonstrates knowledge and ability to apply constitutional law, substantive criminal law, criminal procedure, juvenile law, the law of evidence, criminal and non-criminal investigation techniques, court functions and civil law, crime scene processing, patrol procedures and techniques, civil liability, criminal and noncriminal report writing, court testimony procedures, parking violations and ticket writing procedures, motor vehicle crash investigation and preparation of the Uniform Traffic Crash Report, and physical security procedures
- Effective oral and written communication skills.
- Must possess excellent customer service skills
- Associate's Degree (minimum); undergraduate Degree or higher preferred
- Possess a valid operator's license with/ an excellent driving record
- Must pass a drug screen, physical, psychiatric exam, and background investigation
- If not a sworn LEO, must be tested through EMPCO with a passing grade at the time of application
- Complete all phases of the hiring process

**WAGES & BENEFITS** (\*per current collective bargaining agreement through 3/31/30):

- Current first-year base salary is \$71,732
- Lateral Entry pay step-up, up to \$83,980 starting (based on prior experience)
- Top base salary after third year of service is \$97,473
- 12-hour shifts with Kelly Days (84 hours per bi-weekly pay period)
- MERS Defined Benefit Pension (B-4, 2.5 multiplier, F50/25, V6, E2)
- MERS Deferred Retirement Option Program (DROP)
- MERS Health Care Savings Plan with Employer Contribution
- MERS 457(b) Program (optional additional plan)
- Health, Dental, Vision insurance with Flexible Spending Account (effective on day of hire)
- Employee Assistance Program (EAP)
- Long- and short-term disability insurance
- 156 hours of annual PTO time
- 204 hours of annual vacation time at top level
- 15 paid holidays
- Education incentive pay
- Tuition reimbursement program

- Uniforms and equipment are provided in full
- Outer carrier load-bearing vest provided
- In-house fitness center
- Beards and tattoos allowed (within standards)
- Top-of-the-line patrol vehicles and equipment
- Special assignment opportunities such as Detective Bureau, Evidence Technician, Field Training Officer, Mobile Field Force
- A great work environment in a highly supportive community
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- Top-of-the-line patrol vehicles and equipment
- A great work environment in a highly supportive community

**APPLICATION:** Applications may be obtained via the attached flyer QR code, under the forms tab at [sumpterpd.org](http://sumpterpd.org), or in person at the police department. All submissions must contain a cover letter, applicant resume, and Sumpter Township Police Department employment application.

**SUBMIT APPLICATION PACKET TO:**

Sumpter Township Police Department  
c/o Lt. Brian Steffani  
23501 Sumpter Road  
Belleville, MI 48111  
(734) 461-4833

# NOW



# HIRING



## Sumpter Township Police Department

- Base Salary of **\$71,732**, top-out after 3 years at **\$97,473**
- Lateral Entry pay step-up, up to **\$83,980** starting (based on prior experience)
- MERS Defined Benefit Pension (**B-4, 2.5x, F50/25, V6, E2**)
- MERS Deferred Retirement Option Program (DROP)
- MERS Health Care Savings Plan with Employer Contribution
- MERS 457(b) Program (optional additional plan)
- Health/Dental/Vision with Flex Spending Account active immediately upon date of hire
  - **156** hours of annual PTO
  - **204** hours of annual Vacation time (at top level)
  - **15** paid holidays
    - Education Incentive pay
    - Tuition Reimbursement program
    - Special Assignment opportunities such as Detective Bureau, FTO, Evidence Tech, Mobile Field Force, and more
- Uniforms and Equipment provided
- Outer Carrier vests provided
- Facial hair and tattoos permissible
- In-house fitness center
- 12 hour schedules w/ Kelly Days



Scan or go to the  
Forms section at  
[www.SumpterPD.org](http://www.SumpterPD.org)

For more information contact Lt. Brian Steffani, [bsteffani@sumpterpd.org](mailto:bsteffani@sumpterpd.org) or 734-461-4833 x2257

The Township of Sumpter is an Equal Opportunity Employer