

## **Sterling Heights Police Department – Police Officer**

**Application Period:** March 3, 2026 – May 2, 2026

**Department Size:** 161 Sworn (124 Officers | 37 Command Staff)

The Sterling Heights Police Department is currently seeking qualified candidates for the position of Police Officer. SHPD is a highly respected, well-resourced agency that values professionalism, integrity, and service. Whether you're an entry-level candidate or a certified lateral officer, SHPD offers excellent pay, benefits, and long-term career growth.

**Visit our website to apply:** <https://www.sterlingheights.gov/>

**Contact:** Sgt. Michael Zawojsky at [mzawojsky@sterlingheights.gov](mailto:mzawojsky@sterlingheights.gov)

Scan for a breakdown of compensation and benefits:



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### **Key Benefits & Compensation**

- **Salary Start:** \$66,000
- **Salary Top:** \$104,000 (After 5 years or years combined w/ experience totaling 5 years).
- **Schedule:**
  - Patrol: 12-hour shifts with fixed days off (6-month rotations)
  - Traffic/Detective Bureau/Administration: 10-hour shifts with fixed days off (6-month rotations)
- **Shift Bidding:** Conducted twice annually (April & October) by seniority
- **Shift Premium:** 6% for night shift assignments
- **Detective Bureau Premium:** 5%
- **Holiday Pay:** 100 hours annually, paid out
- **Uniforms & Equipment:**

- \$1,500 New Hire Uniform Allowance + Body Armor
  - \$1,500 Annual Uniform Allowance
  - **Longevity Pay:** \$1,000 – \$3,663 annually
  - **Pension:** Traditional defined benefit pension (2.5 multiplier); eligible to retire after 25 years of service (no age minimum)
  - **Healthcare:** Medical, Dental, and Vision coverage
  - **Retiree Health Savings Plan:** \$3,500 annual employer contribution (no post-retirement healthcare)
  - **Deferred Compensation:** 457 plan available
  - **Vacation:** 120 hours accrued in first year
  - **Lateral Transfer Pay Incentives**
  - **Tuition Reimbursement:** 75% reimbursement, up to \$4,000 per year
  - **Police Academy Sponsorship:** Available for qualified applicants
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### **Career Development & Specialized Opportunities**

SHPD supports professional development through extensive training and diverse assignments, including:

- Patrol
- Evidence Technician
- Directed Patrol Unit (DPU)
- Traffic Safety Bureau (TSB)
- Narcotics / Crime Suppression Unit (CSU)
- Fugitive Apprehension Surveillance Team (FAST)
- K-9 Unit
- SRO (School Resource Officers)
- Investigative Bureaus (Youth & Adult)
- Digital & Computer Forensics Bureau

- Field Training Officer (FTO)
  - Crisis Negotiations & Special Response Teams
  - Peer Support, Honor Guard, and Drone Units
  - Bike Patrol
  - Motorcycle Unit
  - Federal Task Force Officer Assignments (FBI, DEA, HSI, U.S. Marshals)
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### **Minimum Qualifications**

- Must be a U.S. Citizen
  - Must be at least 18 years of age.
  - Must possess a valid Michigan driver's license.
  - Must have sixty (60) credit hours toward a degree from an accredited college, or two (2) years' experience as a full-time police officer or two (2) years of full-time United States military service by time of hire.
  - Must have a minimum valid test score of 80% on Empco's Law Enforcement written exam (<https://www.empco.net/>) and have Sterling Heights Police Department selected in the Empco profile.
  - Must be MCOLES certified or MCOLES certifiable at time of hire.
  - Must be cleared by a comprehensive background investigation covering school and employment records, financial history, home environment, personal traits, and integrity.
  - No felony convictions.
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