MCOLES AD for PSO Recruit

Kalamazoo Department of Public Safety – Public Safety Officer
OPENING DATE: Sept. 21, 2026
CLOSING DATE: Oct. 7, 2026

Public Safety Department
Type of Position: Public Safety Officer – Entry Level
Start Date: **Must be available on Jan. 19, 2027**
(for full-time KDPS training schedule)
Work Hours / Days**:** 12 hr shifts (w/7 day "off" stretch)
PSOs work 14 days in a 28-day rotation with 2 weekends off per month

Starting pay effective 1/1/2026 as follows (collective bargaining currently underway so this is subject to change):

Recruits & Police Academy Graduates:

- $55,779,36/yr. (no certifications and no experience necessary)
- $68,643.12/yr. (PSO rate, fully cross-trained)
- Step increases to $92,907.36/yr. (PSO top of scale)

***Certified:**
- $62,418.72 to $72,181.20 (dependent on yrs. of experience)

{*$15,000 HIRING BONUS FOR LATERAL POLICE OFFICERS AND/OR FULL-TIME FIREFIGHTERS* (restrictions apply)}

Public Safety Officers (PSOs) protect and serve the community by responding to calls for service involving police, fire, and medical emergencies, in a professional and caring manner, to enhance the quality of life for all people in the City of Kalamazoo. A PSO is fully cross-trained/certified in Police, Firefighting & Medical 1st Responder duties, and also performs duties that deter crime and build community trust based on 21st Century Policing principles, including regular outreach and engagement with citizens.

Wages and Benefits:
- Paid Police/Fire/MFR training
- Public Act 88 qualified
- Residency Bonus (restrictions apply)
- Spanish Language Bonus
- Excellent healthcare benefits and defined benefit pension
- Eligible for Veteran On-The-Job Training Education Benefits
- Eligible for Federal Direct Student Loan Forgiveness Program

The City of Kalamazoo is an Equal Opportunity Employer. We are committed to creating a diverse, equitable and inclusive organization where different perspectives and experiences are welcomed and encouraged. Studies have shown that women and people of color, are less likely to apply for jobs unless they meet all of the qualifications listed. The City of Kalamazoo is most interested in finding the best candidate for the job, and that candidate may be one from a less traditional background. If you have transferable experience, please tell us about it. This approach will give each current and potential employee the opportunity to learn, grow and contribute to the City of Kalamazoo.

Must apply online from 9/21/2026 through 10/7/2026 at:
www.governmentjobs.com/careers/kalamazoomi