



The OFFICE of
BAY COUNTY SHERIFF
TROY R. CUNNINGHAM

We Are Hiring!

ROAD PATROL DEPUTY Law Enforcement Division

Top out pay 2027 - \$37.57/hour
Top out pay 2028 - \$39.45/hour
Top out pay 2029 - \$41.43/hour

Starting wage for new Deputy 2025 \$26.33/hour
Top out wage after 3yrs 2025
\$35.78/hour

Lateral pay incentive for qualified Law Enforcement with experience
2025 starting wage - \$35.78/hour

Defined Benefit Pension with a 2.8% multiplier
Night Shift Premium - \$2.00/hour

"Bay County is an equal opportunity employer. It is the policy of Bay County and its departments to pursue equal employment opportunity regardless of height, weight, political or religious affiliations, race, color, sex, disability, familial status, sexual orientation, gender identity, national origin, or other protected classification set forth by law in our relationship with applicants for employment, employees of the department, and the public."

July 21, 2025

F.L.S.A.: Non-exempt

There are three (3) full-time job vacancies at the **BAY COUNTY SHERIFF'S OFFICE**.
Posting will remain open until positions are filled.

JOB TITLE: **ROAD PATROL DEPUTY (RP01)**

RATE OF PAY: **\$26.33 per hour, entry, progressing to
\$35.78, after 3 years**

Lateral Pay Incentive for Experienced and Qualified Law Enforcement Officers

APPLICATION PROCEDURE: Apply online at: <http://www.baycountymi.gov>.

POSTING END DATE: **Open until filled.**

Full-time positions with benefits.

GENERAL SUMMARY: Patrols an assigned area of the County in order to control traffic, prevent crime or disturbance of the peace, and arrests violators of State and Local laws. Responds, as directed by the dispatcher or necessitated by a hazard situation, to a variety of complaints or calls requiring police assistance.

ESSENTIAL FUNCTIONS:

1. Patrols assigned roadways to observe traffic for violators or wanted vehicles, serving as a deterrent to criminal actions by presence in the area. Issues traffic citations or arrests violators and assists stranded motorists.
2. Responds to a variety of citizens' complaints, such as domestic quarrels, robberies, break-ins, assaults and vandalism. Assists complainants and initiates investigation, completing investigations of the more routine complaints.
3. Assists in the investigation of serious crimes, gathering evidence, taking statements from involved parties, witnesses and protecting the crime scene.
4. Reports to accident scenes to render first aid to injured persons, route traffic around scene and investigate the cause of the accident. May take photographs, make measurements, obtain statements and gather other evidence to determine which party is at fault.
5. Prepares detailed reports on accidents, arrests or other cases investigated.
6. Appears in courts to give evidence on cases.
7. Transports inmates and mental patients to and from Court, Jail, Institutions and other facilities. May make emergency deliveries of materials such as blood plasma.
8. Serves subpoenas, warrants and other legal documents.
9. Checks business establishments and other business buildings after hours to ensure proper security measures have been taken.
10. Assists in controlling large crowds in a quelling civil disturbance.
11. Consistent and punctual attendance is an essential function of this position.
12. All other duties as assigned.

The above statements are intended to describe the general nature of level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all job duties being performed by personnel so classified.

QUALIFICATIONS: **Michigan State Certification Required (M.C.O.L.E.S.).** Successful completion of the Police Academy required to apply.

PHYSICAL: This position requires sitting, being mobile, bending and/or standing for significant periods of time. Additional requirements include the ability to move objects according to the following weight & frequency: generally, 20-50 pounds of force up to one third of the time. Applicants may be required to take written and/or other examinations.

AN EQUAL OPPORTUNITY EMPLOYER

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BAY COUNTY SHERIFF'S OFFICE

Benefit /Wage Summary



Starting wage for a new Deputy 2025 - \$26.33/hour

New Contract Pay Summary:

Top out pay 2026 - \$35.57/hour

Top out pay 2027 - \$37.57/hour

Top out pay 2028 - \$39.45/hour

Top out pay 2029 - \$41.43/hour

Lateral pay incentive for qualified & experienced Law Enforcement Officers

Defined Benefit Pension Plan with a 2.8% Multiplier

- Law Enforcement Division
- Traffic and Safety — Crash Reconstruction
- Dive Team
- Detective Bureau
- K9 Handler
- Drone Operators
- Civil Division
- Property/Evidence Manager
- Evidence Technicians
- School Resource Officers
- Field Training Officers
- Arson Fire Investigator
- Command Promotions
- Continuous & Specialized Annual Training
- New Individual Equipment & Weapons

- Rifle (5.56 Caliber)
- Taser

Paid Leave Time & Additional Pay

- Paid Holidays
- Vacation
- Personal Time
- Sick Time
- Compensatory Time
- Bereavement Leave
- Paid Paternity/Maternity Leave

Additional Pay

- Unused Annual Vacation/Sick Leave Payout
- Shift Premium
- Uniform Allowance
- Standby Pay for Detectives
- Grant Detail / Special Contracts
- Gun Allowance
- Voluntary Nationwide 457 retirement plan
- Defined Benefit Pension Plan with a 2.8% multiplier
- Eligible for full retirement benefits after 25 years of service (no age requirement)
- Education Reimbursement

Health Benefit Package

- Health, Dental, and Vision—Employee & Family
- 24 / 7 Online Health Care
- Wellness Incentive Program
- Life Insurance
- Voluntary Life Insurance Options
- Disability Benefits
- Sick and Accident Benefits
- Delta College Gym Membership / County Exercise Facilities