



Job Opportunity: Two Full-Time Police Officers

The Harvard Police Department is currently accepting applications for two full-time police officer positions, following a recent retirement. Additionally, starting July 1, 2024, we are authorized to hire another officer. Situated in Worcester County and just 25 miles west-northwest of Boston, along Route 2 and 495, Harvard is a lively community with around 5,960 residents. We are looking for a dedicated and proactive candidate who is eager to engage with the community and adept at resolving issues.

Minimum Requirements:

- Completion of Full-Time Police Academy (MPTC recruit academy graduate) or SSPO Academy
- or completed the Massachusetts Bridge Academy and be eligible for a waiver from the M.P.T.C. for having attended a certified police academy and meeting qualifications as set forth in 555 Code of Massachusetts Regulations 3.03. All Applicants must be certified to work as a full-time police officer by the Massachusetts P.O.S.T. Commission
- Candidates with a bachelor's degree in criminal justice or a related field, along with full-time experience, will be given preference. **(Note: An Associate's Degree is the minimum requirement for appointment as a police officer with our agency).**
- Must possess a valid Massachusetts or New Hampshire driver's license (for NH residents) and have or be able to obtain a valid Massachusetts LTC (License to Carry).
- All candidates must be able to certify under the new Massachusetts POST (Police Officer Standards and Training) standards and must reside within 20 miles of the town.

Salary Range:

- Minimum: \$57,158 (\$58,864 7/1/24)
- Maximum: \$73,340 (\$75,545 7/1/24)
- Additional differential and education incentives based on qualifications and experience.
- Differential: \$3,120 for Evenings, \$3,744 for Midnights.
- Education incentives additional to base salary. For non-Quinn candidates: \$6,765 for Associate's Degree, \$9,075 for Bachelor's Degree, and \$11,165 for Master's Degree. (\$7442 AA/AS, \$9983 BA/BS and \$12282 MA/MS as of 7/1/24)
- Candidates currently receiving Quinn Bill benefits will continue to receive them if they were Quinn eligible prior to 2009. 10% Associate's Degree, 20% Bachelor's Degree and 25% Master's Degree.

Other Benefits Include:

- 4/2 schedule
- Life insurance
- Blue Cross/Blue Shield Health Insurance 70%-30% Split
- Employee paid Dental and Vision Plans
- Paid holidays
- Longevity pay
- Detective stipend
- School Resource Officer (SRO) assignment and uniform allowance
- Participation in CEMLEC specialized units
- Ample paid training opportunities
- Overtime pay and details

Application Process: Candidates will undergo a comprehensive selection process, including interviews, an extensive background investigation, and medical and psychological examinations. Only those candidates who move forward in the process will be contacted. **All resumes are due by 5/8/2024.**

To apply, please submit your resume and a cover letter electronically by email only to Chief James Babu at jbabu@harvard-ma.gov.

Equal Opportunity Employer: The Town of Harvard is an Affirmative Action/Equal Opportunity Employer. We prohibit discrimination on the basis of race, color, national origin, sex, sexual orientation, religion, age, disability, or marital or family status. We are committed to providing equal employment opportunities to all individuals.

We appreciate your interest in joining our dedicated team of professionals at the Harvard Police Department.