

The Candia Police Department is conducting a search for a Lieutenant

MINIMUM QUALIFICATIONS REQUIRED:

Five (5) years experience as a certified police officer and at least two (2) years of experience as a police supervisor, supplemented by formal criminal justice training in the areas of :

Knowledge of the controlling laws and ordinances, particularly the laws of arrest, search and seizure and evidence.

Knowledge of the rules and regulations of the department.

Knowledge of first-aid principles and skill in their application.

Knowledge of accepted police practices and methods.

Ability to plan, assign and supervise the work of subordinate personnel.

Ability to deal firmly and courteously with people while respecting their rights and exercising considerable discretion.

Ability to analyze situations quickly and objectively, and to determine proper courses of action to be taken.

Ability to communicate effectively, orally and in writing.

Ability to establish and maintain effective working relationships with fellow employees and the public.

High School Diploma, Associates Degree. Certification as a full time Police Officer by NH Police Standards and Training Council.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED:

Considerable knowledge of modern police practices, techniques, and methods, through knowledge of controlling laws, ordinances and court decisions, particularly concerning arrest and evidence; through knowledge of the geography of the Town and the rules and regulations of the department.

Knowledge of the principles and procedures of civil and judicial procedure, and the rules of evidence.

Knowledge of Federal and State laws and municipal ordinances. Ability to communicate clearly and concisely, both orally and in writing. Working knowledge of modern police science techniques, methods and procedures and the ability to carry out the same, knowledge of Federal, State and Town laws and ordinances, and Supreme Court

decisions relative to police officer enforcement responsibilities and restraints, ability to analyze situations quickly and objectively to determine the proper course of action to be taken, ability to utilize self defense techniques and firearms, ability to operate motor vehicles under emergency situations; ability to establish and maintain effective working relationships with other law enforcement agencies, other town departments, fellow employees, town officials and the general public.

PHYSICAL REQUIREMENTS:

Work involves frequent and recurring assignments requiring strenuous effort and endurance of quick reflexes to perform the work, such as lifting and carrying on a continuous basis for extended periods of time, or the potential need to subdue or restrain violent persons or animals, and required physical certification through NH Police Standards and Training Council.

BENEFITS:

Health Insurance – HealthTrust: Anthem BlueCross BlueShield Access Blue New England (HMO)

(eligible the 1st month after 30 days of employment)

Single (employee pays 5% or \$16.84/bi-weekly)

2 Person (employee pays 15% or \$101.07/bi-weekly) Family (employee pays 25% or \$227.41/bi-weekly)

“Cash out option” \$130.74/bi-weekly if eligible employee chooses not to enroll in Health Insurance benefit.

Dental Insurance – HealthTrust: Delta

Dental (eligible the 1st month after 30 days of employment) Employee (no cost to the employee)

Family members (employee’s expense – authorized deduction taken out of paycheck bi-weekly)

*Vacation Time**

This is based on the employees’ bi-weekly working hours and length of service with the Town. 1 – 5 years: 2/52

6 -10 years: 3/52

11 - 15 years: 4/52

16+ years: 5/52

Cannot use until 6 months accrued

Sick Time

(eligible after 90 days of employment, hours are prorated)

96 hours per year

Holidays:

(eligible after 90 days of employment, days are prorated)

10 days voted annually by Board of Selectmen and 2 floating holidays. See Personnel Policy for details.

Disability Insurance

Short-term disability & Long-term disability provided at no cost to the employee.

Other Insurance

Basic Life Insurance with Accidental Death & Dismemberment provided at no cost to the employee. See Personnel Policy for details.

Retirement:

NH Retirement System – Full-time Police Officers

Employee contribution: 11.55%

Employer contribution: 31.28% (7/1/23 – 6/30/25)

457 Retirement – MissionSquare – All other eligible employees

Town will match 1/3 of employee contribution up to 2.5% of gross wages.

Salary \$36-\$41/hr.

Interested parties shall submit a resume, along with a cover letter to the Candia Chief of Police via cshevlin@townofcandia.org