Essex Police Department
11 John Wise Ave
Essex, MA. 01929
(978) 768-6628

Thomas P. Shamshak Jr.
Chief of Police

July 10th, 2025

Full Time Patrol Officer Position

The Town of Essex Police Department, is a non-civil service police department seeking qualified applicants to fill one Full-Time Police Officer vacancy. The Essex Police Department is actively seeking certified police officer candidates who are highly motivated and want to work for a professional, community oriented & accredited law enforcement agency. The position falls under the direction of the Chief of Police and is covered by the collective bargaining agreement between the Town of Essex and the Essex Police Association/MassCOP Local 270.

It is the responsibility of all police officers to exercise their authority consistent with the obligations imposed by their oath of office, and they are accountable to their superior officers, and must promptly obey legitimate orders. Officers must also coordinate their efforts with those of other members of the department so that their teamwork may ensure continuity of purpose and maximum achievement of police objectives. The officer must be able to identify criminal offenders, criminal activity and when appropriate, apprehend offenders and participate in subsequent court proceedings. The job requires officers to reduce the opportunity for the commission of crime through preventative patrol and other measures, aid individuals who are in danger of physical harm, as well as facilitate the movement of vehicular and pedestrian traffic. A full list of the job description and required duties is available upon request.

Applicants must be 21 years of age, a U.S. citizen, must possess a valid Massachusetts driver's license and must have a high school diploma or GED, have good moral character, and pass a host of tests which may include but are not limited to; a physical agility test; drug test; medical exam; psychological exam; as well as complete a favorable background check. The candidates must also possess a Class A license to carry firearms under the qualifying laws of the Commonwealth of Massachusetts. Candidates must have graduated from an MPTC Approved (Full-Time) Basic Recruit Police Officer Training Academy.

As stated above, the successful candidate will be covered by the collective bargaining agreement of the Essex Police Association/MassCOP Local 270. Under the contract ending June 2028, the present yearly base salary range is $69,424.89 - $80,269.54, not including shift differentials, criminal justice educational incentives, etc. Officers that have previous full time experience may be eligible to start at a comparable experience step for fiscal year 26. Full-time police officers are eligible by contract for paid vacation time, 13 paid holidays per year, 2 personal days, education incentives, shift differential for evenings and midnights, annual sick leave, 75% town paid health insurance premium, and various additional stipends.

Interested candidates should submit a cover letter and resume to the Administrative Sergeant at dbruce@essexma.org to receive an application with instructions, and a copy of the Essex Police Department Personnel Selection Policy #4.11.

Dates posted: 07/10/2025 until filled. Applications will be processed and reviewed as they are received.

The Essex Police Department conducts background checks as part of the hiring process. No person who has been convicted of a felony or of an offense involving Chapter 94C or 209A of the Massachusetts General Laws, or similar violations in other areas, or persons who have been decertified as a police officer by the Massachusetts P.O.S.T. Commission or by any other state will be considered for employment as a police officer.

The Essex Police Department and the Town of Essex recognize the right of individuals to work and advance on the basis of merit, ability, and potential without regard to age, color, disability, gender, genetics, military service, nation origin, ancestry, race, religion, past participation in discrimination complaints, or sexual orientation. Non-discrimination and equal opportunity are the policy of the Town and this Department in all of its hiring programs and activities. To learn more about how the Town of Essex and the Essex Police Department commit to taking affirmative measures, please visit the Town Rules and Regulations at:

https://www.essexma.org/sites/g/files/vyhlif4406/f/uploads/personnel_rules_regs.pdf