



**STATE OF VERMONT**  
CAPITOL POLICE DEPARTMENT

**The Vermont Capitol Police Department is Hiring!**

Have you ever thought “I really want to live in New England”? Do you consider yourself an outdoorsperson? Do you love beautiful scenery, clean air, and small-town life? Come join the Capitol Police Department in Montpelier, Vermont! Our mission is to provide police services to the Vermont State House, members of the General Assembly, dignitaries, visitors, and staff. **We understand the importance of work life balance and we value your time with family. Capitol Police Officers work limited night, weekend, and holiday hours.**

We are seeking to hire multiple Officers. The Capitol Police Department offers up to a \$5,000 retention incentive for full-time new hires. Vermont Level III certified police officers, Level II certified, out-of-state certified, as well as those interested in going to the Vermont Police Academy, are encouraged to apply. Looking for a part-time opportunity – feel free to reach out!

**The Compensation:**

- Level II Officers from \$53,200-\$79,800, with an initial offer based on applicable qualifications and experience.
- Level III Officers from \$59,000-\$88,600, with an initial offer based on applicable qualifications and experience.

**The Advantages:**

- Overnight shifts are very rare.
- Work/Life Balance: flexible schedules, a generous leave plan, and 11 paid holidays each year.
- Training: training opportunities all over the country (you will attend a *minimum* of 3 weeks out of state in the first two years). Potential training opportunities include training to become a Firearms instructor, Taser instructor, Defensive Tactics instructor or Less than Lethal Munitions instructor.
- Opportunities you don’t always get in other Law Enforcement Agencies, such as inter-agency teams.
- Time allotted during your workweek for exercise.

**The Benefits:**

- 80% State-paid medical premium
- Dental Plan at no cost for employees and their families (after 6 months)
- Flexible Spending healthcare and childcare reimbursement accounts
- Retirement Plan, including a state pension plan
- Low-cost group life insurance
- Incentive-based Wellness Program

**Minimum Qualifications**

- Basic requirements for admission to the Police Academy can be found here:  
<https://vcjc.vermont.gov/training/three/entrance-standards>

**Hiring Process**

Our hiring process consists of the submission of a cover letter and resume, an initial screening interview, a formal in-person interview, as well as a complete background investigation and polygraph. This is in addition to the entrance requirements for the Vermont Police Academy, if attending.

**How to Apply**

To apply, please submit a resume and a cover letter by e-mail to: [HRApplications@leg.state.vt.us](mailto:HRApplications@leg.state.vt.us). Please put your name and “capitol police officer” in the subject field of the e-mail.

The Vermont General Assembly is an equal opportunity employer and applicants will receive consideration for employment without regard to race, color, national origin, religion, sex, sexual orientation, gender identity, disability, veteran status, or other protected category.