

Welcome to the APD

In partnership with the community, we pledge to protect the lives and property of our fellow citizens, prevent crime by aggressively pursuing violators of the law; maintain our Oath of Honor:

"Honor, Integrity, and Respect
are never betrayed.
I will always hold myself
and others accountable
for having the courage
to do the right thing."

And value human life, respect the dignity of each individual
and render our services with courtesy & civility.



Opportunities

Initial assignment for officers will be in the Patrol Division for a one year probationary period. Officers are then eligible to apply for specialized assignments, including: Bicycle Team, K-9 Team, School Resource Officer, Motorcycle Team, Honor Guard, WMD/Hazmat Team, Drug Enforcement Agent, Task Force positions, and Pro-Active Community Enforcement unit (PACE).

UPDATED 04.09.2024



A Message from the Chief of Police:

Thank you for your interest in the Auburn PD. This brochure outlines our hiring process as well as the benefits and opportunities available to our officers.

The Auburn Police Department is dedicated to building trust and enhancing the quality of life in our community through our fundamental core values of honor, excellence, loyalty and professionalism. I hope that you will consider exploring a career with our nationally accredited agency.



Auburn Police Department

Applications available at:
60 Court Street | Auburn, Maine 04210 | 207.333.6650

www.auburnmaine.gov | www.facebook.com/auburnpd

The City of Auburn is an Equal Opportunity Employer.

National Accreditation:

Since 2007, the Commission on Accreditation for Law Enforcement Agencies, Inc. [CALEA] has awarded triennial accreditation status to the Auburn Police Department. The standards set forth by the Commission serve to strengthen all areas of the department and place the APD in the forefront of police professionalism.



State Accreditation:

The Auburn Police Department achieved state accreditation through the Maine Chiefs of Police Association's MLEAP program in 2020.



Are you up to the CHALLENGE?



Become part of a tradition of
SERVICE, PRIDE and DEDICATION.

Consider a career with the

Auburn Police Department

Envision a future with the APD.

Our department has an institution-wide commitment to integrity, courage, inclusion, diversity, innovation and community. The success of our agency is a direct result of the men and women who serve with honor, excellence, loyalty and professionalism. Daily, our officers, hand-in-hand with our community partners, deliver exceptional services to the citizens of Auburn. We are proud of our agency, our city and our tradition of excellence.

How to apply:

Complete an application.

- APPLY ONLINE: www.policeapp.com
- Visit the Auburn PD: 60 Court Street, Auburn, Maine
- E-mail Lt. Eric Audette : EAudette@auburnmaine.gov
- Call Lt. Audette: 207-333-6650 x:2074

Meet our application criteria.

- 21 years of age
- High school/GED graduate
- U.S. citizenship
- Have or able to obtain a Maine driver's license
- No criminal convictions
- Pass the ALERT test, a literacy test required for admission to the Maine Criminal Justice Academy (MCJA). *Please call MCJA at 207-877-8000 for details.*
- Pass the Physical Agility Test (PAT). The PAT is also administered by the MCJA. *Please call MCJA at 207-877-8000 for details.*

The selection process also includes:

- Oral board interview
- Formal background investigation (including polygraph, substance use, psychological and medical exams)



Already a police officer?

The City of Auburn has lateral entry and will recognize full-time law enforcement experience in municipal, county, state or federal law enforcement agency. Lateral candidates earn pay, vacation and sick time at a rate commensurate with years of service. **Potential annual salary of approximately \$87,000** (includes holiday pay).

The Auburn PD has a streamlined application process for lateral candidates. The city will waive the requirements to take the ALERT & PAT for candidates who have received certification from MCJA. In the case of an **out-of-state candidate**, the Police Chief will determine if the program is comparable.

The applicant with current certifications will provide the following:

- Completed application
- Copy of certification from MCJA or similar
- High School Diploma/GED
- College Transcript (if applicable)
- DD214 (if served in military)

Out-of-state candidates will be required to obtain certification from the State of Maine/Maine Criminal Justice Academy.



Employment Benefits:

Entry level current starting salary is \$30.16 hour - annual pay of more than \$69,000 (includes holiday pay, educational incentives, and performance-based pay). Additionally, APD offers a highly competitive benefits package. In addition to highly competitive wages, vacation, 2/3 retirement at any age with 25 years of credited service through Maine Public Employees Retirement System, and holiday and sick leave benefits, APD employees receive: HSA/Flexible Spending Account, dental/vision coverage, an on-site gym, training/advancement opportunities, ample overtime, 12 paid holidays, detail pay of \$65/hour, minimum 3-hour court appearance pay, and much more. There is a 5% pay increase for special assignments, a \$.25/hour increase for an Associate Degree, and \$.50/hour for a Bachelor's Degree & above.



Application Checklist:

The Auburn Police Department has an EXPEDITED HIRING PROCESS. Please use this handy checklist before submitting your application to the APD. **Incomplete applications will not be considered.**

- ☐ Completed application (apply online at policeapp.com)
- ☐ ALERT results from MCJA
- ☐ PAT results from MCJA (valid for 1 year)
- ☐ High School Diploma or GED
- ☐ College Transcript (if applicable)
- ☐ DD214 (if served in military)
- ☐ Copies of certificates/licenses (EMT/specialized training)

Lateral candidates only (currently certified as a police officer):

- ☐ Completed application
- ☐ Copy of certification from MCJA or similar program
- ☐ High School Diploma or GED
- ☐ College Transcript (if applicable)
- ☐ DD214 (if applicable)

