

City of Bath
Police Department
250 Water Street
Bath, Maine 04530



Andrew M. Booth, Chief of Police

Application for Employment
(An Equal Opportunity Employer)



**CITY OF BATH
POLICE DEPARTMENT**

ANDREW M. BOOTH
CHIEF of POLICE
MICHELLE D. SMALL
DEPUTY CHIEF

250 Water Street

Bath, Maine 04530

(207) 443-5563

MEMORANDUM

To: Applicant for Patrol Officer
From: Chief Andrew Booth
Subject: Police Officer hiring process
Date: May 1, 2026

Enclosed is your application packet for the position of Police Officer with the Bath Police Department. It is your responsibility to ensure that this application and all enclosures are properly completed and submitted to the City of Bath City Clerk's office in a timely manner in order to be considered for this position. Please note, we no longer require an ALERT test score.

After applying, our department's MCJA-certified physical fitness evaluators will contact you to schedule a Physical Agility Test. This test is compliant with Maine Criminal Justice Academy requirements and consists of push-ups, sit-ups, and a 1.5 mile run. Information on this test can be found on the MCJA website, <https://www.maine.gov/dps/mcja/>.

If you have any questions about the hiring process, please contact the Bath Police Department at 207-443-8339.

Administration/Records
443-8339

Criminal Investigations
443-8367

Fax
443-8343

Emergency
911



CITY OF BATH POLICE DEPARTMENT

ANDREW M. BOOTH
CHIEF of POLICE
MICHELLE D. SMALL
DEPUTY CHIEF

250 Water Street

Bath, Maine 04530

(207) 443-5563

City of Bath Police Department Law Enforcement Career Opportunity

The City of Bath has an immediate opening for the position of full-time Police Officer. The Bath Police Department is a progressive, community-oriented law enforcement agency with a staff of 24, including 19 Police Officers. The department serves a community of approximately 9,000 permanent residents in Bath, which is a service center community for surrounding Midcoast towns. The City of Bath is also the home of Bath Iron Works shipbuilding, located on the banks of the Kennebec River.

Qualifications:

- High school graduate, at least 21 years of age (or 20 years old with 60 college credits),
- A valid driver's license and a good driving record.
- Ability to pass an in-depth background check, psychological/polygraph exams and a physical agility test.
- All new employees are required to live within 30 minutes driving time of the City limits within 6 months of hire.

Benefits:

- A 4-day, 10-hour shift, work week (permanent shifts);
- Optional benefits including medical, dental, vision, short term disability, and life insurance
- Enrollment in a Maine Public Employee Retirement System Retirement plan with 66% pay and no-age-limit after 25 years of service
- Paid time off including sick and vacation leave
- Incentive pay for college degrees or military service
- Lateral entry for certified law enforcement officers for wages and vacation upon hiring.
- Special Unit opportunities including Motorcycle and Bicycle Patrol, Honor Guard, K-9, Criminal/Drug Investigation, and Community Involvement.

Wages:

- Current entry level pay starts at \$34.14 per hour as of July 1, 2026, not including incentive pay.

This position is part of a Collective Bargaining Agreement. Next contractual pay increase will occur on January 1, 2027.

To Apply:

Obtain application packets from the Bath City Clerk, 55 Front Street, Bath, ME or 207-443-8332.

Completed applications forms should be sent to the City Clerk's office. These packets may also be found on our website: <https://www.cityofbathmaine.gov/jobs>

FMI: contact the office of the Chief of Police at 207-443-8339.

The City of Bath is an Equal Opportunity Employer.

The City of Bath reserves the right to accept or reject any applications.

Administration/Records
443-8339

Criminal Investigations
443-8367

Fax
443-8343

Emergency
911

Are you legally authorized to work in the United States? Yes ___ No ___
In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire

Have you ever been employed by the City of Bath? Yes ___ No ___

If yes, give the department and dates: _____ From: _____ To: _____

On what date would you be available for work? _____

Are you available to work: Full Time: _____ Shift work: _____

Education

<u>Name and Address</u>	Course of Study	Diploma/Degree
-------------------------	-----------------	----------------

High School: _____

Undergraduate
College: _____

Graduate
School: _____

Other
(Specify) _____

Indicate any foreign language you can speak, read and or write. *Check appropriate line.*

Language: _____	Speak:	Fluent ___	Good ___	Fair ___	Poor ___
	Read:	Fluent ___	Good ___	Fair ___	Poor ___
	Write:	Fluent ___	Good ___	Fair ___	Poor ___

Language: _____	Speak:	Fluent ___	Good ___	Fair ___	Poor ___
	Read:	Fluent ___	Good ___	Fair ___	Poor ___
	Write:	Fluent ___	Good ___	Fair ___	Poor ___

Describe any specialized training, apprenticeship, skills and extra-curricular activities.

Military Service Record

Were you in the Armed Forces? Yes ____ No ____

If yes, what branch? _____

Dates of Enlistments: _____ to _____

Describe any job-related training received in the United States Military.

Employment Experience

Start with your present or last job:

1. Employer: _____ Address: _____

City: _____ State: _____ Telephone#: _____

Job Title: _____ Supervisor: _____

Reason for Leaving: _____

Dates Employed: From: _____ To: _____

Work Performed:

2. Employer: _____ Address: _____

City: _____ State: _____ Telephone#: _____

Job Title: _____ Supervisor: _____

Reason for Leaving: _____

Dates Employed: From: _____ To: _____

Work Performed:

3. Employer: _____ Address: _____

City: _____ State: _____ Telephone#: _____

Job Title: _____ Supervisor: _____

Reason for Leaving: _____

Dates Employed: From: _____ To: _____

Work Performed:

4. Employer: _____ Address: _____

City: _____ State: _____ Telephone#: _____

Job Title: _____ Supervisor: _____

Reason for Leaving: _____

Dates Employed: From: _____ To: _____

Work Performed:

Additional Information

List professional, trade, business, or civic activities and offices held. Include any job-related military service assignments and volunteer activities. You may exclude organizations which indicate race, color, religion, gender, national origin, age, disabilities, or other protected status.

Please list any specialized equipment on which you have been trained:

1. _____
2. _____
3. _____
4. _____

State any additional information you feel may be helpful to us in considering your application.

Applicant Acknowledgements

DO NOT ANSWER THIS QUESTION UNLESS YOU HAVE BEEN INFORMED ABOUT THE REQUIREMENTS OF THE JOB FOR WHICH YOU ARE APPLYING. See job description.

Are you capable of performing, with or without a reasonable accommodation, the activities involved in the job or occupation for which you have applied? A description of the activities involved in such a job or occupation is attached.

Yes _____ No _____

Are you aware that candidates for law enforcement positions may be disqualified for convictions for Murder, Class A, Class B, Class C, or Class D crime; or convictions for any violation of the Maine Criminal Code, chapters 15, 19, 25 or 45, or a conviction for any equivalent crime in another jurisdiction outside the State of Maine?

Yes _____ No _____

Are you aware that this position will require state and federal criminal records check through the submission of fingerprints to the State Bureau of Identification and the Federal Bureau of Investigation?

Yes _____ No _____

References

1. Name: _____

Address: _____

City: _____ State: _____

Telephone#: _____

2. Name: _____

Address: _____

City: _____ State: _____

Telephone#: _____

3. Name: _____

Address: _____

City: _____ State: _____

Telephone#: _____

BATH POLICE DEPARTMENT ACCIDENT WAIVER

WHEREAS, *(name)* _____, the undersigned has applied for employment as a Police Officer and has agreed to be tested for said position through the Bath Police Department Hiring Process, and;

WHEREAS, the above mentioned agency requires all applicants to take a physical agility test, and in consideration of the acceptance of my application for employment by the above agency and the administering of various test and procedures to process said application by the Bath Police Department, I do myself, my heirs, executors and administrators, certify to the Bath Police Department that I am in good health and know of no physical or medical reason why I should not take said physical test and I do release and discharge the Bath Police Department, its officers, employees, servants and agents, of and from all claims, demands, actions and suits at law or in equity for and on account of any and all injuries, disabilities, physical and mental diseases, damages, losses and expenses that may be sustained by me now or hereafter as a result of my taking said agility test.

IN WITNESS WHEREOF, signed this _____ day of _____

APPLICANT _____

WITNESS _____

BATH POLICE DEPARTMENT BACKGROUND CHECK AUTHORIZATION

I do understand that before concluding the assessment of my qualifications for the position of Police Officer with the Bath Police Department a background investigation will become necessary. I therefore authorize the City of Bath or its agents to conduct such an investigation for this use involving such things but not limited to, driving history checks, criminal record checks, contacting agencies where I have been employed pertaining to performance, contacting personal references, and verifying educational attainment.

I hereby authorize all my present and previous employers or their successors and/or references to release and furnish information concerning my personal character, habits, or employment performances. I also authorize schools that I have attended to release and provide such records and information as may pertain to my attendance and performance.

Applicant's Signature

Applicant name (printed)

Date