

Richmond Police Department

Now Hiring: Police Officer

Department	Richmond Police Department
Location	203 Bridge Street, Richmond, Vermont 05477
Employment Type	Full-time
Hourly Wage Range	\$37.69 to \$57.63 per hour, based on qualifications and step placement on the current union pay grid (effective July 1, 2026)
Application Deadline	Open until filled

The Richmond Police Department is looking for a dedicated Police Officer to join our team. Richmond is a close-knit community in Chittenden County, and our department takes real pride in the relationships we build with the people we serve. If you are looking for a department that values community connection, professional growth, and support for its officers, we would love to hear from you.

About Richmond Police Department

Richmond is a quiet, welcoming suburb in Chittenden County, home to about 4,200 residents. Our department's focus is a community-based approach that draws on a range of services and partnerships to solve problems together, rather than policing at arm's length. We are a close team that supports one another, invests in ongoing training, and takes real pride in the relationships we build with the people we serve.

Position Summary

The Police Officer performs general law enforcement duties, including patrol, response to calls for service, traffic enforcement, community engagement, and investigative support. Officers are expected to exercise sound judgment, communicate professionally with the public, and uphold the department's commitment to fair and effective policing.

Essential Duties and Responsibilities

- Patrol assigned areas of town to deter crime and respond to calls for service.
- Respond to emergency and non-emergency calls, assess situations, and take appropriate action.
- Conduct traffic enforcement and investigate motor vehicle crashes.
- Investigate complaints, gather evidence, interview witnesses, and prepare clear, accurate reports.
- Make arrests and testify in court proceedings when required.
- Build positive relationships with residents, businesses, and community organizations.
- Participate in ongoing training to maintain Vermont law enforcement certification.

Minimum Qualifications

- High school diploma or GED equivalent.
- No felony or serious misdemeanor convictions, and no habitual or serious traffic offenses, domestic violence, or assault convictions. Other violations are considered on a case-by-case basis.
- Ability to obtain and maintain a valid Vermont driver's license.

- Ability to pass the Vermont Police Academy entrance exam and physical fitness exam.
- Ability to pass a polygraph examination and a comprehensive background investigation.

Full entrance standards are published by the Vermont Criminal Justice Training Council at vcjtc.vermont.gov/training/three/entrance-standards.

Compensation and Benefits

- Hourly wage range of \$37.69 to \$57.63, depending on experience and placement on the department's pay grid, effective July 1, 2026. This range reflects our current good-faith estimate for this position under Vermont's pay transparency law.
- Lateral transfers are welcome and receive credit for experience earned at a prior agency.
- Vermont Municipal Employees' Retirement System (VMERS), Group D, 20-year retirement plan.
- Take-home cruiser for officers who live within 30 miles of the station.
- Paid vacation, holidays, and sick leave.
- Medical, dental, and life insurance.

Selection Process

Candidates who meet the minimum qualifications will be invited to participate in our selection process, which may include a written examination, physical fitness assessment, oral board interview, background investigation, polygraph examination, and psychological and medical evaluations. A conditional offer of employment will be made prior to the final steps of this process.

How to Apply

Interested candidates should submit a resume along with a letter of interest to: Town of Richmond, Attention: Town Manager Josh Arneson, 203 Bridge Street, Richmond, Vermont 05477, or by email to jarneson@richmondvt.gov. Questions about the position can also be directed to the Richmond Police Department at 802-434-2153.

Equal Opportunity Employer

The Richmond Police Department is proud to be an equal opportunity employer. We welcome applications from all qualified candidates regardless of race, color, religion, sex, national origin, age, disability, gender identity, sexual orientation, or veteran status. If you need a reasonable accommodation to participate in any part of the application or selection process, please let us know and we will be glad to assist.