

Job Announcement – Police Officer (Certified)

The Louisa Police Department is seeking qualified Virginia-certified law enforcement officers, full-time or part-time, to join our team and serve the Town of Louisa by providing professional law enforcement and public safety services to our community.

About the Department

The Louisa Police Department is built on the highest standards of ethics and integrity, which serve as the foundation for delivering essential police services to protect and serve our community. We are committed to providing ethical leadership through active community engagement while working to prevent and combat crime, enhance safety in both the workplace and the community, and uphold the sanctity of human life.

Duties and Required Skills

- Enforce criminal laws, traffic regulations, and maintain public order.
 - Patrol designated areas utilizing a police vehicle or on foot.
 - Conduct criminal and vehicle accident investigations.
 - Effect arrests and testify in court.
 - Apply modern methods and practices of criminal investigation and identification.
 - Follow departmental rules, regulations, and applicable laws.
 - Maintain knowledge of the geography of the Town of Louisa and surrounding areas.
 - Safely and effectively use firearms.
 - Communicate effectively with people of all ages and backgrounds.
 - Retain important details such as names, faces, and events.
 - Comprehend and execute complex oral and written instructions.
 - Exercise sound judgment in stressful situations.
 - Maintain good physical condition to meet the demands of law enforcement work.
 - Demonstrate keen observation and situational awareness.
 - Uphold the highest standards of ethics, integrity, and professionalism.
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Work Schedule

- Officers work a varied 12-hour shift schedule (subject to change).
- Workdays alternate weekly:
 - Week 1: Monday, Tuesday, Friday, Saturday, Sunday
 - Week 2: Wednesday, Thursday

- Officers are considered *essential personnel* and may be required to report during emergencies, natural disasters, or other critical incidents.
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Training

- Lateral entry officers will complete department-specific training and orientation.
 - Ongoing in-service and specialized training is required to maintain certification.
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Compensation & Benefits

- Entry-level salary for certified officers: \$60,000.
 - Participation in the Virginia Retirement System (VRS) – LEOS with 1.85 multiplier.
 - Additional benefits may include health insurance, paid leave, and take-home vehicle (if applicable).
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Illustrative Duties

(Representative examples; not all-inclusive)

- Patrol the Town of Louisa by vehicle or on foot to maintain law and order.
 - Respond to emergencies as directed by radio, mobile display terminal, or telephone.
 - Investigate suspicious activity, unusual incidents, traffic accidents, and criminal offenses.
 - Make arrests and maintain custody of individuals taken into custody.
 - Interview victims, witnesses, and suspects.
 - Testify in court proceedings.
 - Prepare detailed reports on investigations, arrests, and related activities.
 - Investigate a wide range of criminal offenses.
 - Assist in the investigation of serious crimes.
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Required Knowledge, Skills, and Abilities

(Representative examples; not all-inclusive)

- Knowledge of criminal law, modern law enforcement methods, and investigative techniques.
- Knowledge of departmental rules, regulations, and applicable laws.
- Strong verbal and written communication skills.
- Ability to understand and carry out complex oral and written instructions.
- Ability to exercise sound judgment and remain calm under stressful conditions.
- Physical ability to meet the demands of law enforcement work.

- Commitment to maintaining the highest ethical standards, integrity, and honesty at all times.
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Minimum Qualifications

- High school diploma or GED issued by a state department of education.
- Possession of a valid driver's license at the time of appointment.
- Current law enforcement officer certification in the Commonwealth of Virginia.
- Firearms proficiency.

Preferred Qualifications

- Associate or higher degree, or at least 60 credit hours toward a degree, from an accredited college or university.
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Necessary Special Requirements

- Must be a U.S. citizen.
 - Must be at least 21 years of age at the time of appointment.
 - Must successfully complete a comprehensive background investigation, including:
 - Criminal history check
 - Polygraph examination
 - Psychological evaluation
 - Must not have been convicted of a felony or serious misdemeanor.
 - Must be of good character and reputation.
 - Must be able to perform all essential job functions (reasonable accommodations may be considered on a case-by-case basis).
 - Must not use tobacco products while on duty.
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Physical Requirements

- Following a conditional offer of employment, applicants must successfully complete a comprehensive medical examination, including drug testing.
 - Vision must be correctable to at least 20/20 in one eye and 20/40 in the other, with acceptable use of contact lenses.
 - Must be physically capable of performing the essential duties of a police officer (reasonable accommodations may be made on a case-by-case basis).
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Selection Process

- Completion of all background requirements.

- Final interview with the Chief of Police prior to appointment.
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Contact Information

For questions or to submit your application, please contact:

- Phone: 540-967-3011
 - Email: mnachtman@louisatown.org (Chief Martin Nachtman)
 - Online: <https://louisatown.org/police/>
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Equal Opportunity Statement

The Town of Louisa is an Equal Opportunity Employer. The Louisa Police Department is committed to maintaining a diverse and inclusive workforce and does not discriminate on the basis of race, color, religion, national origin, sex, pregnancy, age, marital status, disability, sexual orientation, gender identity, veteran status, or political affiliation in the recruitment, selection, and hiring of employees.

Reasonable accommodations are available to qualified individuals with disabilities during the application and interview process in accordance with the Americans with Disabilities Act (ADA). Applicants requiring accommodations should contact the Town of Louisa Town Manager.