



Haverhill

Human Resources Department, Room 306

Phone: (978) 374-2357 Fax: (978) 374-2343

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May 29, 2026

Job #2026-27

PLEASE POST ANTICIPATED OPENING

POSITION: **Police Officer** (Local Register-Hybrid Hiring)
Haverhill Police Department

SALARY: **\$66,651.84 per year (7/1/2026 rates for starting step)**

POSITION SUMMARY:

A Police Officer is responsible for the protection of life and property, prevention of crime, enforcement of laws and ordinances, and delivery of professional police services to the community. Officers perform a wide range of duties including patrol, investigation, traffic enforcement, and community engagement. This position may be filled through the **Local Register (Hybrid Hiring)** in accordance with Massachusetts Civil Service Law.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Duties include, but are not limited to:

- Patrol assigned areas by vehicle or on foot to deter and detect criminal activity
- Respond to calls for service, emergencies, and public assistance
- Enforce federal, state, and local laws and ordinances
- Conduct preliminary and follow-up investigations
- Prepare detailed reports and maintain accurate records
- Make lawful arrests and testify in court proceedings
- Direct traffic and investigate motor vehicle crashes
- Engage in community policing and public outreach efforts
- Provide mutual aid and support during major incidents and emergencies

MINIMUM QUALIFICATIONS (Statutory Compliance:)

The Appointing Authority must ensure that all statutory requirements are met when hiring from the Local Register.

All candidates must comply with:

- **Massachusetts General Laws Chapter 31 Section 58**
 - Minimum and maximum age requirements (as applicable to the municipality)
 - Educational requirements for police officer positions
- **Massachusetts General Laws Chapter 31 Section 61A**
 - Successful completion of required medical and physical ability testing

LOCAL REGISTER ELIGIBILITY REQUIREMENTS:

In addition to the above statutory requirements, all candidates selected from the Local Register must meet **at least one** of the following criteria:

1. Academy Commitment

- Ability to successfully complete a prescribed course of study at a police academy approved by the **Massachusetts Municipal Police Training Committee** pursuant to M.G.L. c. 41, §96B

4 Summer Street Haverhill, MA 01830 www.haverhillma.gov



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2. Examination Qualification (within past 5 years)

- o A passing score on:
 - A civil service police officer examination; **or**
 - A qualifying examination administered by the Appointing Authority and validated by a test-development expert; **or**
 - Any other examination approved by the Civil Service Administrator in consultation with subject matter experts in policing

3. Certified Police Experience

- o Current service in the Commonwealth of Massachusetts as a salaried police officer certified by the **Massachusetts Peace Officer Standards and Training Commission**

4. Recent Academy Graduate

- o Graduation within the past five (5) years from an MPTC-approved police academy

5. Academy Training Waiver

- o Receipt of a waiver from the MPTC excusing the candidate from further academy training.

SPECIAL REQUIREMENTS:

- Must possess and maintain a valid driver's license
- Must be able to obtain and maintain POST certification (if applicable)
- Must successfully complete all required background investigations
- Must meet firearms qualification standards
- Must comply with all departmental policies and training requirements
- Must reside within 15 miles of the perimeter of the City of Haverhill

KNOWLEDGE, SKILLS AND ABILITIES:

- Knowledge of modern law enforcement principles and practices
- Ability to exercise sound judgment and decision-making under stress
- Strong communication and interpersonal skills
- Ability to prepare clear and concise reports
- Physical ability to perform the essential functions of the position
- Ability to work varying shifts, including nights, weekends, and holidays

SELECTION PROCESS:

Candidates may be subject to:

- Background investigation
- Oral board interview
- Medical and psychological evaluation
- Physical ability testing (as required by law)

CLOSING DATE: OPEN UNTIL FILLED

APPLICATION IS AVAILABLE ONLINE AT:

www.haverhillma.gov/government/job-opportunities

Application can be saved and sent as attachment when applying online.

Cover letter, application and resume should be sent to:

CITY OF HAVERHILL HR DEPARTMENT AT HRD@HAVERHILLMA.GOV

PLEASE REFERENCE JOB # 2026-27

"The City of Haverhill is an AA/EEO/ADA Employer"

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