



## **UVM Police Services – Frequently Asked Questions!**

### **Q: What are the minimum qualifications to apply?**

A: Applicants must be at least 18 years old, have a high school diploma or GED, and be eligible to work in the United States. A valid driver's license and the ability to pass a background check, physical fitness test, and medical screening are also required. College experience and community involvement are highly valued. Please see the Police Officer position posting for further description of the role and its requirements on [www.uvmjobs.com](http://www.uvmjobs.com)

### **Q: Can I apply if I am already Level III certified in another state?**

A: Absolutely! UVM Police Services collaborates with the Vermont Police Academy to evaluate the possibility of a waiver academy on a case-by-case basis.

### **Q: What makes policing at UVM different from other agencies?**

A: Policing on a university campus means working in a dynamic, community-centered environment. Our focus includes student wellness, harm reduction, education, and long-term problem solving. We often partner with campus departments like Residence Life, Counseling Services, and the Dean of Students Office to take a holistic approach to public safety.

### **Q: What are the shifts like for UVM officers?**

A: UVM Police operates 24/7/365, with officers working rotating shifts that include nights, weekends, and holidays. The standard schedule is four 10-hour shifts followed by three days off. While shifts are structured, they're designed to support a healthy work-life balance. Shift assignments are influenced by seniority through a bidding process. Additionally, our schedule aligns with the university's academic calendar, which affects the types and frequency of calls throughout the year.

### **Q: Are UVM Police Officers the same thing as public safety officers?**

A: In short – no! All UVM officers are certified law enforcement professionals through the Vermont Criminal Justice Council. They complete the full Vermont Police Academy and ongoing state-mandated and department-specific training requirements, just like all municipal agencies and the state police.

### **Q: Can I apply if I've used marijuana in the past?**

A: Applicants must be marijuana-free for at least 6 months prior to the date of submitting their application.

### **Q: Can I apply if I am not a U.S. citizen?**

A: Yes, however, you must be legally eligible to possess a firearm under federal law. Additionally, applicants must be able to obtain and maintain a valid driver's license.



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**Q: Can I have tattoos or piercings?**

A: UVM Police Officers are allowed to have tattoos and piercings, with some restrictions. Visible tattoos are not permitted on the neck, face, or hands—except for a single band tattoo on one finger, no wider than 3/8 of an inch. Facial piercings are not allowed while in uniform. Earrings may be worn but must be modest and not pose a safety risk.

**Q: Is there a deadline to apply to be a UVM Police Officer?**

A: No, UVM Police Services accepts applications on a rolling basis, depending on position availability. However, the hiring team primarily seeks applications during two recruitment periods each year: January–June and July–December. These timelines align with the Vermont Police Academy’s February and August class start dates.

**Q: Will I be paid while attending the Vermont Police Academy?**

A: Yes! UVM Police Officers receive their regular hourly wage throughout the 17-week Academy. Any hours worked beyond the standard 40-hour week are compensated with either overtime pay (time and a half) or compensatory time. Officers also accrue personal time off (PTO) and are considered full-benefited employees during their time at the Academy.

**Q: Are UVM Police Officers represented by a labor union?**

A: Yes, all Sergeants, Corporals, Officers, Dispatchers, and Service Officers are represented by the labor union New England Police Benevolent Association (NEPBA). Along with university and department policies and procedures, there is a collective bargaining agreement between NEPBA and UVM which addresses terms and conditions of employment, including wages, benefits, and working conditions.

**Q: What can I expect from Basic Training at the Vermont Police Academy?**

A: The 17-week Basic Training Program at the Vermont Police Academy is a comprehensive, residential experience held Monday through Friday. Recruits return home on Friday afternoons and report back Sunday evenings. The academy provides the essential foundation for a successful career in law enforcement by combining structured police discipline, physical fitness, and academic instruction.

More than just training, the program helps recruits develop the skills necessary to effectively serve and support their communities. This includes fostering personal and team discipline, building a strong understanding of the laws officers are sworn to uphold, and enhancing community trust through effective communication and collaboration.

To successfully complete the program, recruits must maintain a minimum academic average of 70% and are allowed no more than four failures on graded assignments, practicals, or competencies.



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