



ATTENTION ILLINOIS CRIMINAL JUSTICE STUDENTS AND POLICE OFFICERS:

GSPD IS COMING TO YOU!!

The Gulf Shores, Alabama Police Department is a proactive and professional agency where many originally from Illinois already serve. A recent city-wide survey indicated the department has an incredible 98% approval rating from our citizens.

**GSPD will be conducting satellite testing for several anticipated Gulf Shores Police Officer positions:**

**Beginning at 8:00 a.m. on Monday, November 7th, 2022 at the Lewis and Clark Campus – Haskell 225 in Godfrey**

Anyone interested in becoming a police officer on a beautiful island in the Gulf of Mexico is strongly encouraged to attend this testing. The day will begin with an orientation, followed by the physical agility test, written test, and oral interview. The process will likely take most of the day and is usually concluded by 5:00 p.m.

Candidates who pass these phases of the hiring process will continue into the background investigation. If the background phase is successfully completed, candidates will only have to make one trip prior to hiring in order to complete a polygraph examination, psychological evaluation, and drug and health screening.

The City of Gulf Shores is located on a 9 mile stretch of beautiful white sand beaches of the Gulf of Mexico coastline in South Alabama. The area receives more than 8 million tourists annually. Because Gulf Shores is a tourist destination and resort community our service can swell to well over 100,000 visitors at any time. According to the 2020 U.S. Census, Gulf Shores experienced the largest percentage of population growth in the State of Alabama raising the

population to 16,000. The City of Gulf Shores serves as host to several special events to include the Hangout Music Fest, The International Shrimp Festival, and the NCAA Women's Beach Volleyball Championship which are held directly on the beach. When fully staffed, our department currently consists of 60 sworn officers and 24 non-sworn personnel. More sworn positions have been authorized for 2023.

GSPD has various assignments beyond patrol to include: Investigations, K-9, Field Training Officer, School Resource Officer, Narcotics, SWAT, Marine Division/Search and Recovery Dive Team, Beach/Bike Patrol, Honor Guard, and Drone Unit.

As of January 1st 2023, the minimum starting salary for a Gulf Shores police officer will be approximately \$51,000.00 - \$69,344.03 for Non-Post Certified, and approximately \$54,000.00 - \$69,344.03 for POST certified officers.

### **Benefits Package:**

Health Insurance with Healthcare Clinic

Prescription Benefits

Flexible Spending Account

Vision Options

Life Insurance Options

Pension through Retirement Systems of Alabama

- Police Officers receive 6 years of credit for every 5 years served
- Prior military and out-of-state time can be purchased subject to Retirement of Alabama rules.

Tuition Reimbursement Program including advanced degrees

Paid Vacation Time Off

Paid Sick Leave

**We are excited to announce one-time hiring bonuses for experienced police officers. That bonus structure is as follows:**

**Experienced officers with less than 2 years sworn: \$1,000**

**Experienced officers with 2-5 years sworn: \$2,500**

**Experienced officers with 5-10 years sworn: \$5,000**

**Experienced officers with more than 10 years sworn: \$7,500**

Most out of state experienced officers we screen meet Alabama requirements for a three week lateral academy. Those requirements can be viewed here:

<http://www.apostc.state.al.us/>

Other employment opportunities are available for Telecommunications, Detention Officer, Community Service Officer, Records, and Administrative Positions.

### **Minimum Qualifications for Police Officer**

Must be able to obtain a valid Alabama driver's license and be insurable by the City's insurance carrier.

High School diploma/GED required. Successful candidate must be able to pass background check, including motor vehicle report, polygraph, physical and alcohol/drug screen

Must be at least 21 years of age and able to pass a physical agility test. The Physical Agility test consists of: 1.5 mile run to be completed within 15 minutes 28 seconds, 25 sit ups to be completed within one minute, 22 push-ups to be completed within one minute and an untimed 300 meter nonstop swim in any swimming stroke or strokes chosen by the participant.

Applicants interested in this position should complete their application at the following address or the QR code provided below <https://www.gulfshoresal.gov/735/Employment>, before October 31, 2022. Upon submission of your application, you will be contacted to confirm your testing location. You must complete the Waiver and Release Form found at the end of this document and bring it to the testing site with you.





### **Special Instructions Regarding the Physical Agility Test:**

As part of the hiring process, all prospective employees for police officer with the City of Gulf Shores must pass a physical agility test. We request all candidates to properly prepare for this portion of the hiring phase in advance of the testing date. We lose several quality candidates due to their inability to pass the physical agility test. Once you hit send on your application, begin preparing for the physical agility test. The first three phases are state mandated and are requirements for entry into the police academy. The exception to this is the 300 meter swim. We add this requirement for the protection of our employees. We are on an island and there is water everywhere. If you are hired here, there will be several occasions where you will have to get in the water in some capacity when on or off-duty. It is important for the safety of our employees and the safety of our citizens and guests that we have at least some ability to swim.

### **25 Sit-ups in one minute**

Another key here is to practice good protocols when practicing for test day. Small sets of sit-ups with good protocols will get candidates to 25 when preparing for the test. Set aside some days to shoot for 25 uninterrupted sit-ups and track your progress. When practicing sit-ups, keep your fingers interlocked behind your head. If your hands come apart, the rep will not count. The best way to get better at doing sit-ups is to do sit-ups.

## **22 Push-ups in One Minute**

The most important thing here is to practice with good push-up protocols. During the test, a facilitator will have their hand in a fist on the ground. The participant's chest must hit the fist in order for that repetition to count. One good way to practice is to place a roll of toilet paper under your chest while doing push-ups. Along with practicing good protocols, a steady pace is the best way to complete the push-ups in successful fashion. The best way to get better at doing push-ups is to do push-ups whenever and as often as you can.

## **1.5 Mile Run in 15 Minutes and 28 Seconds**

The first thing to remember about the run is the time allotted is a really long time. When practicing, have a watch and set your pace. This is a pass/fail event and not a race. Don't lose focus because people are ahead of you. The order of finish doesn't matter. Going out too fast makes it really hard to finish. Running intervals is a good way to prepare for the running portion of the test. Run a lap at a brisk pace on a track and walk a lap several times as part of your preparation for the test.

## **300 Meter Swim**

The most important thing to remember here is that this is untimed. Participants can take as long as they want to finish the swim. They cannot stop to rest or touch bottom while they are swimming. Any swim stroke is acceptable and participants can change their swim stroke as much as they want. Fatigue and inefficient use of energy is what causes participants to fail the swim. It is recommended if a participant is tired, the participants should roll over on their back and rescue swim for a while.



Scan the QR Code for  
Application and  
Recruiting Video.

## **YOU MUST APPLY IN ADVANCE OF THE TEST DATE**

Gulf Shores Police Department will confirm your test date, time and location via email.

On your test date bring the following:

1. Driver's License
2. The signed job related physical ability test Waiver and Release Form- which is attached to this document.
3. Clothing suitable for taking the physical ability test, including the swim test.
4. Clothing suitable for the oral interview.

# WAIVER AND RELEASE FORM

## Warning and Acknowledgement of Risk and Damages

I have entered the Job Related Physical Ability Test (JRPAT) out of my own free will. I acknowledge that I am in good physical condition and have no medical problems that would affect my ability to participate in this event. I voluntarily agree to assume the full risk of any injuries, damages or losses of properties, regardless of severity. Should I suffer an injury or illness, I authorize officials of the attending emergency services to use their discretion to have me medically treated and transported to a medical facility.

## Liability Release

I acknowledge that I have read and understood the above warning and acknowledgement of risk of injuries, damages or losses of properties. I, for myself, and on behalf of my heirs, personal representatives and next of kin, hereby release, hold harmless and promise not to sue Gulf Shores Police Department, the City of Gulf Shores, all members of said organizations, their respective employees, agents and other individuals who are associated with this event, with respect to any and all injuries, damages and losses that may arise from my participation in this event. This Waiver and Release extends to all claims of every kind or nature whatsoever, foreseen or unforeseen, known or unknown.

I have read this agreement, fully understand its terms and sign it freely and voluntarily.

\_\_\_\_\_  
Participant's signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Print participant's name