

New Berlin Police Department

The image features two flags flying against a clear blue sky. On the left is the New Berlin Police Department flag, which is light blue with a central shield-shaped emblem. The emblem contains a figure holding scales of justice, with the word 'POLICE' above and 'NEW BERLIN' below. The text 'NEW BERLIN POLICE' is written in gold along the top edge of the flag, and 'SINCE 1964' is at the bottom. To the right is the United States flag, showing its characteristic red and white stripes and blue field with white stars.

*“Protecting with courage and serving with
compassion since 1964”*

Police Officer Applicant Information

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Our Mission, Vision, & Values

MISSION STATEMENT

The mission of the New Berlin Police Department is to protect the lives and property of the people we serve and prevent crime through partnership with the community.

VISION STATEMENT

The vision of the New Berlin Police Department is to be regarded as a leader in law enforcement through a commitment to professionalism, training, and community-oriented policing.



VALUE STATEMENT

Human Dignity

We acknowledge the value of all people and carry out our duties with dignity, respect, and fairness to all.

Integrity

We are committed to performing our work with the highest degree of honesty, integrity, and professionalism.

Community Partnership

We believe that we are only as strong as the community that we serve. We are committed to strengthening our partnerships with the public to ensure a higher quality of life for our community.

Leadership

We believe that all of our employees are leaders. We value the contributors, sacrifices, and talents of all of our employees.



Several Opportunities to Specialize

- » D.A.R.E. Officer
- » Field Training Officer
- » Drug Recognition Expert
- » Firearms Armorer
- » SCIT/SWAT
- » K9 Unit
- » Civil Disturbance Unit
- » Traffic Crash Investigator
- » Motorcycle Program
- » Honor Guard
- » Community Service Officer



- » Police Mountain Bike Patrol/E-bicycle Patrol
- » Unified Tactics Instructors
- » School Resource Officers
- » Police Organization Support Team
- » Training Section Officer
- » Acting Detective
- » Drug Task Force
- » Drone Program

Equipment

The Department furnishes officers with the personal equipment required to perform their essential duties, including:

- » Uniform
- » Jacket
- » Footwear
- » Ballistic Vest & Rifle Plates
- » Handgun/Optic/Light
- » Gloves
- » Full Duty Belt & Contents
- » Radio
- » Body Worn Camera
- » Miscellaneous Safety & Maintenance Supplies

Salary & Police Personnel Development



Personnel: 70 sworn officers & 14 civilian staff

Division Structure: Patrol, Investigations, Special Services & Administration

Minimum Patrol Staffing Levels:

- » Day Shift - 1 Supervisor/5 Officers
- » Early Shift - 1 Supervisor/6 Officers
- » Late Shift - 1 Supervisor/6 Officers

Shift Selection: Annual selection process based upon seniority

2025 ANNUAL SALARY:

Start \$65,059

- » 1 year \$69,190
- » 2 years \$78,483
- » 3 years \$87,777
- » 4 years \$94,655
- » Specialist \$99,246
- » Detective \$106,516
- » Sergeant \$109,194

2026 ANNUAL SALARY:

Effective July 1st, 2026

Start \$67,688

- » 1 year \$71,985
- » 2 years \$81,665
- » 3 years \$91,324
- » 4 years \$100,448
- » Specialist \$103,255
- » Detective \$110,820
- » Sergeant \$113,606

Benefits

- » Wisconsin Retirement System
- » Health Insurance, Vision Insurance, Dental Insurance, Critical Illness Insurance, Accident Insurance, and Life Insurance are provided
- » Health Insurance Opt-Out Program: By opting out, employees are eligible for \$4,800 in a Dependent Care account, or \$5,000 in a HSA account (family plan) or \$3,000 in a HSA account (single plan)
- » Employee Assistance Program
- » No residency requirements
- » Deferred compensation (Section 457 Plan) available
- » Flexible Spending Accounts – Section 125
- » Limited Flex Spending Account
- » Health Savings Account – The city’s health insurance is a HSA plan. As a result, the city makes a monthly contribution to each eligible employee’s Health Saving’s Account.



Vacation Schedule

- » After 1 year of service 10 Days
- » After 5 years of service 13 Days
- » After 7 years of service 15 Days
- » After 10 years of service 17 Days
- » After 13 years of service 20 Days
- » After 15 years of service 21 Days
- » After 19 years of service 25 Days
- » After 20 years of service 27 Days

Benefits

Holiday Pay: Officers will receive a lump sum holiday check in November of each year for ten (10) holidays

Sick Leave: One (1) Day of accumulated per calendar month. Unused sick leave may be accumulated to a maximum period of one hundred thirty-two (132) days for use by the officer during illness, injury or disability.

Bereavement Allowance: Five (5) consecutive days for immediate family member. Three (3) consecutive days for other relative. One (1) consecutive day for (aunt, uncle, brother-in-law, sister-in-law, niece, nephew, pallbearer)

Military Leave: Any officer required to participate in training to retain his/her status in the military may be granted a leave of absence, with full pay, for not more than two (2) weeks a year.

Hours of Work: The working schedule for officers shall be based upon a cycle of four (4) days on, two (2) days off for an average of 38.60 hours per week. The normal workday shall consist of eight (8) hours and fifteen (15) consecutive minutes, without deduction, of thirty (30) minutes for lunch. Shifts for the patrol division shall start at 6:45 a.m. for day shift, 2:45 p.m. for early shift, and 10:45 p.m. for late shift.

Probation: An officer shall be on probation for eighteen (18) months following the date of hire. If the department sponsors the officer for the Police Recruitment Academy, the officer shall be on probation for the time spent in the academy and an additional eighteen (18) months thereafter.

Lateral Transfer Program: Although prior law enforcement experience is not required, the city of New Berlin cooperatively worked with the New Berlin Professional Police Association to contractually agree on a lateral hire program. Under this agreement, any sworn officer from Wisconsin or any sworn officer from another state who passes the reciprocity test, may receive a starting annual salary and a vacation allowance commensurate with their years of experience as a sworn law enforcement officer. The current MOU provides 82.5 hours of sick leave upon hire to qualifying laterals. Beyond those contractual agreements, lateral hires will be required to comply with the same processes as other new hires.

Workout Program Compensation: Three (3) hours of compensatory time per day period. All participation is voluntary, but you must be actively working out to claim the compensatory time. Work out room provided.



Minimum Qualifications



Knowledge, Skills & Abilities

- » Knowledge of the principles, methods, and techniques associated with preliminary investigations and other requires police work.
- » Knowledge of departmental directives and procedures.
- » Knowledge of federal, state, local laws and ordinances.
- » Knowledge and experience in the regular use of maps, software programs, and technical equipment such as computers, cameras, speed detection units, and other professional equipment.
- » Skilled in the use/operation of police radios, motor vehicles, firearms and other weapons, ballistic protection, handcuffs and restraint devices, and any other required equipment.
- » Skilled in the physical strength, agility, and endurance required for protection of self and others, the control and apprehension of resisting individuals, and the required use of police equipment.
- » Ability to function for extended periods of time without breaks.
- » Ability to critically think to identify and analyze problems, evaluate alternate solutions, and make sound decisions based on inferences or limited information.
- » Ability to communicate verbally and in writing with a variety of people.
- » Ability to maintain a professional demeanor when faced with verbal opposition, physical threats, and stressful situations.
- » Ability to perform multiple essential functions during the same incident.
- » Ability to render credible testimony in a court of law.
- » Ability to recall details of persons and situations from memory.

Licenses, Certifications, & other Requirements

- » Meet the minimum requirements as established by the Law Enforcement Standards Board.
- » Be a citizen of the United States at the time of appointment.
- » Be at least 18 years of age at the time of appointment.
- » Possess a valid Wisconsin driver's license or other such valid operator's permit recognized by the Wisconsin Department of Transportation authorizing operation of a motor vehicle in Wisconsin.
- » Must not have been convicted of any federal felony or any offense which if committed in Wisconsin could be punished as a felony unless the applicant has been granted an absolute and unconditional pardon.
- » Must not have been convicted of any misdemeanor crime of domestic violence unless the applicant has been granted an absolute and unconditional pardon.
- » Be able to speak, read, comprehend and write using the English language.

Education & Experience Requirements

- » Possess a high school diploma or equivalent.
- » Possess an Associate Degree from a post-secondary educational institution or a minimum of 60 college level credits from an accredited institution acknowledged by the United States Secretary of Education. <https://ope.ed.gov/accreditation>
- » Ability to become certifiable as a Wisconsin law enforcement officer.
- » Possess an acceptable personal and professional history of good character as determined through a complete background investigation.

About the City of New Berlin

"City living with a touch of country"



- » Population of 40,000
- » Residential and Industrial growth
- » Direct access to I-43 and I-94
- » High Schools (New Berlin Eisenhower and West)
- » 36.9 Sq. Miles (6 mi. x 6 mi.)
- » Industrial/Business Park (1,872 acres)
- more than 599 businesses and 13,000

To learn more or to apply,
scan the QR code or visit
www.newberlinwi.gov