

**GREAT LAKES INDIAN FISH & WILDLIFE COMMISSION**

P. O. Box 9 • Odanah, WI 54861 • 715/682-6619 • FAX 715/682-9294

**• MEMBER TRIBES •****MICHIGAN**Bay Mills Community  
Keweenaw Bay Community  
Lac Vieux Desert Band**WISCONSIN**Bad River Band  
Lac Courte Oreilles Band  
Lac du Flambeau Band**MINNESOTA**Fond du Lac Band  
Mille Lacs Band**JOB ANNOUNCEMENT**

**Title:** CONSERVATION OFFICER(S)

**Department:** DIVISION OF CONSERVATION ENFORCEMENT

**Starting Date:** December 2013

**Location(s):** A pool of qualified candidates will be created to fill anticipated openings in the Enforcement Division to cover Wisconsin, Michigan, and Minnesota ceded territories, and any other openings that may become available in any of the Commission's service areas within the next six (6) months.

**Classification:** PERMANENT, FULL-TIME (2 year initial probationary period)

**Closing Date:** October 31, 2013

**DUTIES AND RESPONSIBILITIES**

The Great Lakes Indian Fish and Wildlife Commission is a natural resource agency of eleven Indian Tribes that retain treaty fishing, hunting, and gathering rights in Michigan, Wisconsin, and Minnesota. The Commission oversees a staff of biological and public information specialists, enforcement, administrative, and support personnel.

Responsible for reporting to his immediate supervisor on a regular basis and completing other duties as assigned by his/her immediate supervisor. Monitor hunting, fishing and gathering activities by tribal members. Issues any and all required permits for hunting, fishing and gathering activities. Issues citations to violators of tribal hunting, fishing and gathering regulations and, if determined necessary, the seizure of equipment and catch. Testifies in tribal court concerning issued citations. Patrols, maintains daily logs and records, vehicle reports, monthly reports, and attends meetings as assigned.

### **Salary and Benefits**

Starting salary for a GLIFWC officer with no law enforcement experience is \$29,645. In addition increases will be given upon successful completion of 520 law enforcement academy and post academy training. Note: The position is classified as 50% tax exempt for qualified tribal members under Internal Revenue Code 7873-Tax Exempt

### **Compensation**

- Category II employees, all Conservation Enforcement Officers will earn compensatory leave for hours worked over 86 hours in a 14 day work.
- There is a one month lag in a salaried employee's first paycheck.

### **Health Insurance**

- Employees are eligible for Health benefits the 1st of the month following 30 days. Health Benefits include; Medical, Dental, and Vision benefits.
- Medical benefits are provided through the Federal Employees Health Benefits (FEHB).
- Eligible employees have the opportunity to choose their own FEHB benefits.
- Dental benefits are covered by Delta Dental. This is a policy which allows you to choose the Dentist of your choice. Deductibles are very low. Many services such as exams and X-rays are covered 100% with no deductible. Services such as fillings, extractions, surgery, and root canals are covered 80% after \$25 deductible. Orthodontic treatment is covered 50% up to a maximum of \$2000 per year.
- Vision benefits are covered by Reliance Standard. The vision plan is \$250.00 per person per year.

### **Long-term Disability**

- Long-term disability is covered by Reliance Standard and is covered 100% by GLIFWC.

### **Term Life Insurance**

- Insurance starts the 1st of the month following 30 day waiting period.
- Term Life insurance is covered by UNUM. GLIFWC pays for the first \$10,000 of life insurance.
- The employee can opt to buy additional insurance for self, spouse, or children.

### **Cafeteria Plan**

- We also offer the Flexible benefit plan that allows you to deduct your premiums and if you elect dependent care expenses and unreimbursed medical expenses pre-taxed to the federal allowable limits.

## QUALIFICATIONS AND STANDARDS

- Education
  - Have completed 60 credits from an accredited college or university or have 3 years' experience as a certified law enforcement officer or Military police officer performing law and order duties.
- Must possess a valid driver's license and be insurable under GLIFWC's insurance policy.
- Must be at least 21 years of age.
- Successfully pass the minimum entrance level fitness test.
- Must be able to tread water for 15min with all duty gear on.
- Be of good moral character, as determined from the results of a background investigation.
- Be free of any physical, emotional, or mental condition which might adversely affect law enforcement performance.
- Demonstrate skill in understanding oral and written instructions as well as skill in report writing and other written or oral communications.
- Must be able to perform physical, mental and sometimes strenuous duties conducted at odd times and locations.
- Must be willing to live near assigned area and/or be willing to relocate to assigned area within 30 day of assigned station.
- Indian preference is granted in accordance with P.L. 93-638.

## TRAINING

- All candidates will be mandated to complete GLIFWC sponsored (520) Basic Recruit Training.
- Complete one year field training officer program.
- Pass all specialized training programs as it relates to firearms qualifications, simunition training, and field training officer program tests etc.

**The Great Lakes Indian Fish and Wildlife Commission Law Enforcement Division policies prohibit the hiring of a conservation officer or any person for the following:**

- Convicted of a felony.
- Convicted of a misdemeanor crime of dishonesty, moral turpitude, or other crime resulting in serious physical injury to another within the preceding 10 years.
- Must be a State certified law enforcement officer where stationed or qualified to be certified and have demonstrated experience in tribal employment; including familiarity in tribal government operations, tribal sovereignty or similar experience in tribal operations.
- Convicted of driving while intoxicated offenses, within 10 years.
- Who has illegally used, transported, manufactured or sold a controlled substance.
- Who falsely applies for certification, lies or omits information on the Great Lakes Indian Fish and Wildlife Commission application.

**APPLICATION PROCEDURE:**

***\*All applications MUST be on a GLIFWC Conservation Enforcement Application or they will not be accepted. Applications can be picked up from and returned (in person, or by mail only) to Kimberly Campy, Contract Compliance Administrator. Enforcement Division Applications are also available at [www.glifwc.org](http://www.glifwc.org) under the career section.***

**In addition applicants must submit any college and/or technical school transcripts, and any law enforcement/training/and emergency response certifications currently held.**

**ATTN: Kimberly Campy, Contract Compliance Administrator  
Great Lakes Indian Fish and Wildlife Commission  
71682 Maple Street, PO Box 9  
Odanah, Wisconsin 54861**

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