

NORTH PROVIDENCE POLICE DEPARTMENT

RECRUITMENT



INFORMATIONAL PACKET

DECEMBER, 2022

NORTH PROVIDENCE POLICE DEPARTMENT EMPLOYMENT APPLICATION

INFORMATIONAL PACKET

1. Thank you for your interest in the North Providence Police Department. Please read this informational packet carefully and complete your application in policeapp.com fully and accurately.
2. When filling out the application, please make sure to upload all required documentation. If you are having a problem obtaining any of the required documentation, you must contact the North Providence Police Department at 401-231-4533, ext. 1138, to explain the cause in delaying this information. The required documentation must be uploaded to policeapp.com as soon as possible thereafter.
2. If the application is **incomplete** and/or requested documents are **missing**, the application **will not be accepted**.
3. You may be required to periodically check the North Providence Police Department website at www.nppolice.com or policeapp.com for further instructions or information.

THERE IS A FUTURE FOR YOU IN POLICE WORK IN NORTH PROVIDENCE

CAREER SERVICE

Appointment as a Police Officer in North Providence offers able and ambitious men and women an exciting opportunity for a career in law enforcement. Officers are trained by the Department to perform all phases of police work, such as traffic enforcement, accident investigation, patrol methods, criminal investigation, juvenile operations and community policing. The training offered by the North Providence Police Department is of the highest standards and continues throughout the officer's career.

Promotions are determined by written examinations, oral examinations and educational requirements, and are made from within the Department. The members of the North Providence Police Department are represented by the Fraternal Order of Police (FOP) and have their wages, benefits and conditions of employment specified in their bargaining agreement with the Town of North Providence.

The North Providence Police Department is an Equal Opportunity Employer

POSITION DESCRIPTION

A patrol officer shall be responsible for the efficient performance of required duties in conformance with the rules, regulations and policies of the Department. Duties shall consist of, but are not limited to, a number of general police responsibilities necessary for the stability and safety of the community. A patrol officer is expected to:

- Identify criminal offenders and criminal activity, and where appropriate, apprehend offenders and participate in subsequent court proceedings;
- Reduce the opportunities for the commission of crime through various traditional and innovative preventive measures;
- Aid individuals who are in danger of physical harm;
- Facilitate the movement of vehicular and pedestrian traffic;
- Identify problems that are potentially serious law enforcement or governmental issues and take appropriate action;
- Create and maintain a feeling of security in the community;
- Promote and preserve the peace, provide services to others as needed;
- Exercise authority consistent with the obligations imposed by the oath of office, and be accountable to superior officers;
- Must be able to act without direct supervision;
- Must be able to acquire and record pertinent information and notify relevant individuals;
- Must be able to adapt to various duties and any of several specific assignments requiring skill and ability learned on the job.

ENTRANCE REQUIREMENTS

The current entrance qualifications are as follows:

1. **Age** – You must be at least 20 years of age to apply.
2. **Citizenship** – Applicants must be a United States citizen, natural born or naturalized;
3. **Military** – For male applicants: If you have not served in the military, then you must be registered with the United States Selection Service System.
4. **Education** – Applicants must possess a high school diploma or GED to apply;

5. **License** – You must possess a valid driver’s license;
6. **COVID-19 VACCINATION** – Proof of COVID-19 vaccination(s) is required;
7. **Physical Fitness Assessment Test and Written Examination** – All
8. **Tattoos** – Applicants must not have any tattoos or other body art which is visible in uniform. The use of a flesh colored sleeve will be acceptable to conceal any tattoos that are visible from the upper arm to the wrist bone. Tattoos cannot be located on the head, face, neck above the crew neck tee shirt line, wrists, hands, fingers or on the inside of the eyelid, mouth or ears. Tattoos considered offensive by the Department will not be permitted, including but not limited to, extremist tattoos, indecent tattoos, sexist tattoos or racist tattoos.
9. Entrance requirements must be met as of any announced deadlines.

SUMMARY OF SELECTION OF PROCESS

Candidates must pass each phase in order to go on to the next phase of the process.

1. **Physical Fitness Assessment Test** – Candidates must complete a Physical Fitness Assessment Test through **Fit2Serve**. Lateral transfers must complete the test through the North Providence Police Department and be able to perform 4 basic tests as set forth in the Cooper Standardized Testing requirements.
2. **Written Examination** – Candidates must complete a Written Exam through **Fit2Serve**.
3. **Oral Interview Board** – All applicants who have passed the previous phases of the process, as well as lateral transfers, must participate in an Oral Interview Board, which consists of three to five members of the North Providence Police Department.
4. **Background Investigation** – A check of personal background and employment will be conducted on applicants who have passed the previous phases of the process and are being considered for employment.
5. **Medical Examination** – Candidates who have completed a successful background investigation and are being considered for employment will be required to submit to a medical examination performed by the Town’s physician;
6. **Psychological Examination** – Candidates who have completed a successful background investigation and are being considered for employment will be required to submit to a psychological examination performed by the Chandler Group.

APPOINTMENTS

Appointments are made conditional upon successfully passing a Department physical and psychological examination, including unannounced drug testing. Applicants shall be classified as probationary members of the Department effective upon their date of appointment. They shall remain on probation until twelve (12) months after the date of graduation from the Rhode Island Municipal Police Training Academy, but not to exceed twenty-four (24) months in total from their date of hire.

RECRUIT TRAINING REQUIREMENTS

All successful applicants hired by the Town of North Providence will be trained at the Rhode Island Municipal Police Academy, located within the Flanagan Campus of the Community College of Rhode Island, Lincoln, Rhode Island. Each training academy class lasts twenty two (22) weeks. During the training process, recruits must:

- Successfully complete all academic courses, obtaining a minimum overall score of 70 percent in each course;
- Qualify with their Department issued service weapon, in accordance with Rhode Island State Law;
- Successfully complete a program of physical conditioning, including calisthenics, hand-to-hand combat, and defensive tactics;
- Successfully complete a progressive running program designed to strengthen the cardiovascular and cardio-respiratory systems, and increase aerobic capacity;
- Successfully complete a basic water safety course. Candidates must have a basic swimming ability.
- Successfully complete a pursuit and defensive driving course and demonstrate a high level of proficiency during this course of training.

WAGES

Upon successful completion of the Rhode Island Municipal Police Academy, the following wages are in effect for **PATROL OFFICERS** as of July 1, 2022:

Patrolman 1st and 2nd year of employment - An annual salary of \$60,498.00

Patrolman 3rd and 4th year of employment - An annual salary of \$68,503.88

Patrolman 5th year of employment - An annual salary of \$72,995.45