



CHIEF OF POLICE  
Patrick Flanagan

# NORTH KINGSTOWN POLICE DEPARTMENT

8166 POST ROAD, NORTH KINGSTOWN, RHODE ISLAND 02852  
Telephone: (401) 294-3311 FAX: (401) 294-6830  
Administrative Offices: (401) 294-3316

## EMPLOYMENT OPPORTUNITY

### Town of North Kingstown – Patrol Officer

*The North Kingstown Police Department is an Equal Opportunity Employer*

*Women and Minorities are Strongly Encouraged to Apply*

The North Kingstown Police Department is embarking on a recruitment drive to identify potential candidates for hire as probationary full-time police/patrol officers. The names of successful candidates may be placed on an eligibility list to fill patrol vacancies. Applications are available on-line at the North Kingstown Police Department's website at [www.nkpolice.org](http://www.nkpolice.org), the website for the Town of North Kingstown at [www.northkingstown.org](http://www.northkingstown.org), or in person at the North Kingstown Police Department located at 8166 Post Rd, North Kingstown, RI 02852.

#### Minimum Eligibility Qualifications:

- Must be a citizen of the United States;
- Must be at least twenty-one (21) years of age at the time of application;
- Must not have any prior criminal convictions;
- Must possess a valid motor vehicle operator's (driver's) license;
- Must successfully pass a written examination, physical agility test, psychological & medical examinations.
- Must successfully pass an extensive background check.

**Application Deadline:** Applicants must submit a completed application form and a signed medical waiver form (attached) to the North Kingstown Police Department, 8166 Post Rd, North Kingstown, RI 02852. All documents are to be submitted no later than February 26, 2018.

The North Kingstown Police Department is seeking qualified applicants to establish an eligibility list for the position(s) of Police Officer. The general description of duties of a North Kingstown police officer includes, but is not limited to: patrol operations, traffic enforcement, criminal investigations, community policing activities, and community caretaking functions. Police Officers patrol assigned areas primarily in single officer police vehicles, and interact with citizens on both dispatched and self-initiated calls for service. Police Officers are first responders for incidents and emergency responses and may be required to establish incident command system protocols during a response to a major incident or unusual occurrence. The ability to interact with citizens, maintain ethical standards, and multi-task are critical for police officers to display and maintain.

The North Kingstown Police Department is currently staffed by forty-six sworn personnel: forty-five officers of various ranks and the Chief of Police. Our police patrols are divided into four squads of six patrol officers and two supervisors, consisting of a Sergeant and Lieutenant. The

patrol officers work one of two 12-hour shifts, starting at 7AM to 7PM or 7PM to 7AM. Two squads are assigned to each shift, providing 24-hour 7-day a week of coverage to the Town of North Kingstown. Additionally, one patrol officer is assigned as a School Resource Officer to the North Kingstown High School. Remaining police personnel are assigned to administrative positions or the Detective Division, consisting of 6 detectives including the Detective Lieutenant Commander. The prosecution office is staffed by a Detective Sergeant and a civilian secretary. Civilian support staff includes four full-time dispatchers, three secretaries, one clerk and one custodian.

Employee Benefits include a starting salary of \$51,056 with additional benefits of paid vacation, holidays and sick days, salary step increases, annual clothing and maintenance allowance, health insurance, and retirement pay. Benefit information is determined through a collective bargaining agreement between the Town of North Kingstown and IBPO Local 473, and is subject to change.

#### Application Selection Process:

Eligible candidates who meet the minimum qualifications as specified in this North Kingstown Police Officer Recruitment Packet will proceed through a series of assessments. Candidates who fail to report to any of the testing procedures and/or who fail any component of the testing process will be disqualified from further consideration. **There will be no make-up dates scheduled.**

The following phases of the testing process are being provided in advance so applicants can plan accordingly. The North Kingstown Police Department will notify all applicants of the specific dates and times for each phase. All dates are subject to change pending official notification if required.

Open Application Period: Deadline for submission is February 26, 2018 at 3:00PM.

Physical Agility Test: **Saturday, March 3, 2018, 0800 a.m.** at the North Kingstown High School, 150 Fairway Drive, North Kingstown, RI. Dress code for admittance into the physical agility test is a plain white T-shirt and plain dark colored gym shorts. If an applicant has successfully passed an agility test from another department in the state of Rhode Island within 3 months of the above given date, the North Kingstown Police will accept these results and issue an agility waiver. The applicant will be required to facilitate this request with the Training Office. The North Kingstown Police Department exclusively reserves the right to deny any paperwork or results that do not meet the requirement defined within the selection process. **A valid driver's license will be required to check in prior to the testing.**

Written Examination: **Saturday, March 3, 2018, 1200 noon** at the North Kingstown High School, 150 Fairway Drive, North Kingstown, RI. Immediately following the agility test the written examination will be administered. Applicants will have an opportunity to change and use the facilities prior to the start. No specific dress code is required for admittance. If an applicant has submitted an agility waiver to the Training Office, the stated applicant may respond to the North Kingstown High School at 1200 noon for the written examination only. **A valid driver's license will be required to check in prior to the testing.**

Oral interview(s): Applicants will receive written invitation to interviews in March of 2018 . Dress code for admittance into the written examination will be proper business attire.

#### Phase 1 – Physical Agility Testing:

The first phase of the selection process is a physical performance evaluation. This test will be conducted by examiners certified by the Rhode Island Municipal Police Training Academy and is modeled after the minimal physical fitness entrance requirements for the RIMPTA. It consists of a battery of tests including; 300 meter run, 1 minute push-up test, 1minute sit-up test, and a 1.5 mile run. Candidates must pass all components of the agility test in order to continue to the next phase of the selection process. Those who do not attain the minimum acceptable score will be eliminated from the process and will be so notified at that time. **Candidates will be required to provide a physician’s note prior to participating in the physical agility test** indicating no medical restrictions that would prohibit you from physical activity.

#### Phase 2 – Written Examination:

All eligible applicants who successfully pass the physical agility component of the testing process will be invited to participate in the second phase of the application selection process, the written examination, given on the same day at the same location.

#### Phase 3 – Oral Interview:

A limited number of candidates who achieve a passing grade from the written examination will be invited, in writing, to participate in the next phase of the process, the oral interview. The top evaluated candidates from this primary interview will be eligible for the Command Staff interview. This phase of the process will result in the establishment of an eligibility list of candidates.

#### Phase 4 – Comprehensive Background Investigation:

Candidates from the eligibility list who may be offered a conditional and contingent offer of probationary employment for the position of police officer with the North Kingstown Police Department must successfully pass a series of pre-employment requirements; attain a satisfactory-average score on the battery of psychological tests; successful completion of the RIMPTA fitness test, a medical examination, which shall include medical history and a drug screen test, as well as an extensive background investigation.

Failure to provide/submit any of the required listed information by the applicant may disqualify the candidate from any further consideration by the North Kingstown Police Department.

Applicants who have questions regarding this process may contact Captain Steven St. Onge at (401) 294-3316 or via email at [sstonge@northkingstown.org](mailto:sstonge@northkingstown.org).

# RIMPA PHYSICAL REQUIREMENTS

- Swim 200 yards continuously using 100 yards of an approach stroke (crawl or breaststroke) and 100 yards of a tow stroke (sidestroke or elementary backstroke).
- Tread water for 10 minutes.
- Surface dive to a depth of 7 to 12 feet, retrieve water rescue dummy from the bottom of the pool and return it to the surface.
- Swim a distance of 30 feet (5 body lengths), underwater.



## RHODE ISLAND MUNICIPAL POLICE TRAINING ACADEMY PHYSICAL FITNESS ASSESSMENT 40<sup>TH</sup> PERCENTILE



### 1 Minute Push-Ups

	Age<20	20-29	30-39	40-49	50-59
Male	29.0	29.0	24.0	18.0	13.0
Female	15.0	15.0	11.0	9.0	n/d

### 1.5 Mile Run

	Age<20	20-29	30-39	40-49	50-59
Male	12:38	12:38	13:04	13:49	15:03
Female	14:50	14:50	15:38	16:21	18:07

### 1 Minute Sit-Ups

	Age<20	20-29	30-39	40-49	50-59
Male	41.0	38.0	35.0	29.0	24.0
Female	32.0	32.0	25.0	20.0	14.0

### 300 Meter Run

	Age<20	20-29	30-39	40-49	50-59
Male	59.0	59.0	58.9	72.0	83.2
Female	71.0	71.0	79.0	94.0	n/d

## FITNESS TEST MEDICAL CERTIFICATE

Dear Physician:

The following named individual has submitted an application to become a Police Officer with the North Kingstown Police Department.

**Candidate Name:** \_\_\_\_\_ **Date of Birth:** \_\_\_\_\_

**Address:** \_\_\_\_\_ **Town/City:** \_\_\_\_\_ **State:** \_\_\_\_\_

The North Kingstown Police Department and the Rhode Island Department of Public Safety/Municipal Police Training Academy (RIDPS/MPTA) requires each candidate to bring this completed Fitness Test Medical

Certificate to the Physical Fitness Test before he/she will be allowed to participate in the test. A statement must be obtained from a licensed physician that the candidate is of sufficient physical conditioning to undergo a Physical Fitness test. The Fitness Test Medical Certificate **must** be completed within six (6) months of the Physical Fitness testing date.

Attached to this form is a listing of the minimum physical fitness standards a candidate must attain. We ask that your evaluation be based upon these criteria. Thank you for your assistance.

### PHYSICIAN'S STATEMENT

I have examined the above-named individual on \_\_\_\_\_.  
(Date)

After reviewing each of the four (4) events, I find him/her to be of sufficient physical conditioning to allow the candidate to participate in the North Kingstown Police Department and RIDPS/MPTA Physical Fitness Test.

Comments (if any): \_\_\_\_\_

\_\_\_\_\_  
Physician's Signature

(Please type or print the following:)

Physician's Name: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone Number: \_\_\_\_\_