

GLOCESTER POLICE DEPARTMENT



APPLICANT INFORMATION BOOKLET

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Glocester, Rhode Island



**Glocester Police Department
162 Chopmist Hill Road
Glocester, Rhode Island 02814**

The Town of Glocester is seeking qualified candidates for the position of probationary police officer. If you are interested in a rewarding career with the Glocester Police Department, this Applicant Information Booklet will provide you with the minimum hiring requirements, various phases of the applicant selection process, recruit training requirements, salary and benefits, and other miscellaneous information. The recruitment and selection process takes approximately three months to complete. Previous candidates must re-apply.

Applications may be obtained from:

<https://www.policeapp.com/GlocesterRI>

beginning Friday, February 3, 2023 and completed no later than 11:59PM on Friday March 3, 2023.

***The Town of Glocester is an Equal
Employment Opportunity Employer***

MINIMUM HIRING REQUIREMENTS:

To be considered for appointment to the police department, an applicant;

- Must be a United States Citizen;
- Must be at least eighteen (18) years old and possess a valid motor vehicle operator's license;
- Must possess a High School Diploma or GED certificate.
- Must be of good moral character and habits and successfully pass a background investigation;
- Cannot have admitted guilt to any felony acts in a court of law;
- Must be in good health and meet physical, medical and psychological requirements for entry into the Rhode Island Municipal Police Training Academy.

APPLICANT SELECTION PROCESS:

PHYSICAL FITNESS ASSESSMENT

A physical fitness test, which uses valid, useful, and nondiscriminatory procedures, shall be administered prior to the start of the Rhode Island Municipal Police Training Academy (RIMPTA). The minimum level of physical fitness for new officers entering the RIMPTA shall be consistent with RIMPTA minimal performance entrance requirements or any other minimal physical fitness entrance requirements promulgated by the academy.

The physical fitness test battery consists of the four (4) following basic tests. The minimum fitness standards are listed on the RI Municipal Police Training Academy website and will also be made available prior to the fitness assessment.

1. 300 Meter Run
2. 1 Minute Sit-up Test
3. 1 Minute Push-up Test
4. 1.5 Mile Run

PHYSICAL FITNESS EXAMINATION TESTING ONLY ACCEPTED THROUGH POST-CERTIFIED FACILITATOR FIT-2-SERVE

WRITTEN EXAMINATION

A written examination, which uses valid, useful and nondiscriminatory procedures, shall be administered prior to the start of the Rhode Island Municipal Police Training Academy. Applicants must complete a written examination which measures verbal ability, the ability to learn and apply police information, remember details, follow directions, and use good judgment and logic.

WRITTEN EXAMINATION TESTING ONLY ACCEPTED THROUGH POST-CERTIFIED FACILITATOR FIT-2-SERVE

APPLICANT BACKGROUND INVESTIGATION

- Applicants will have an extensive background investigation conducted by the Gloucester Police Department, including but not limited to: past employment records, education background, criminal history, consumer credit history, community reputation, military service, and overall character.

ORAL REVIEW BOARD

- Oral board interviews, which use valid, useful and nondiscriminatory procedures, along with standardized criteria, shall be conducted during the selection process, prior to the start of the Rhode Island Municipal Police Training Academy.

CONDITIONAL OFFER OF EMPLOYMENT

- Upon successful completion of the written examination, physical fitness test, oral board interview, and applicant background investigation, certain candidates will be tendered conditional offers of employment.

PSYCHOLOGICAL EXAMINATION

- A battery of psychological test instruments, which use valid, useful and nondiscriminatory procedures, shall be administered during the selection process, prior to the start of the Rhode Island Municipal Police Training Academy.
- Psychological examinations shall be conducted post-conditional offer of employment.
- No person shall be appointed as an officer of the Department until such member has been tested and evaluated with standardized procedures by a certified psychologist, consistent with the provisions of Section 42-28.3-1 and Chapter 44 of Title 5 of the Rhode Island General Laws.
- The psychologist shall provide a report, in writing, of his/her evaluation, together with pertinent recommendations for the guidance of the appointing authority, in considering the total fitness of said person for the appointment. Any candidate who receives an unsatisfactory rating shall be ineligible for appointment, consistent with the provisions of Section 42-28.3-1 of the Rhode Island General Laws.

MEDICAL EXAMINATION

- A medical examination, which uses valid, useful and nondiscriminatory procedures, shall be conducted, prior to the start of the Rhode Island Municipal Police Training Academy.
- Medical examinations shall be conducted post-conditional offer of employment.
- Only licensed physicians shall be used to certify the general health of candidates.
- The Department shall investigate the health of candidates to identify any medical problems that might inhibit work performance, shorten a career, or contribute to work-related disabilities. Consequently, the Department and the candidate can be made aware of any medical condition likely to cause an employment problem.

RECRUIT TRAINING REQUIREMENTS

All applicants hired by the Town of Glocester will be trained at the Rhode Island Municipal Police Training Academy.

Each training academy class lasts approximately 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.

Additional requirements for recruits can be found on the RIMPTA website.

- 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.
- Successfully complete a pursuit and defensive driving course and demonstrate a high level of proficiency during this course of training.

A sample of basic courses covered at the RI Municipal Police Training Academy can be found on the RIMPTA website.

MISCELLANEOUS:

- Uniforms, textbooks and gear required by the Rhode Island Municipal Police Training Academy will be provided by the Gloucester Police Department.
- Respect and courtesy toward fellow applicants and staff are expected at all times.
- Recruits must provide their own transportation to and from the Training Academy.
- Upon appointment as sworn police officers of the Gloucester Police Department and after graduation from the RI Municipal Police Training Academy, officers begin a one (1) year probationary period.

DUTIES AND RESPONSIBILITIES

The duties and responsibilities of Gloucester Police Officers include the protection of life and property, maintenance of public order, investigation of criminal and non-criminal activities, arrest of traffic and criminal violators, collection and preservation of evidence, delivery of crime prevention and community policing services, and other law enforcement related services.

PHYSICAL SKILLS REQUIRED

- Must be able to function as a working police officer, including the ability to make physical custody arrests of forcibly resisting persons, search and handcuff prisoners if required.
- Must be able to qualify with service weapon and utilize baton and other self-defense equipment. This includes firing firearm from standing, crouched, kneeling and prone positions and from behind cover, clear weapon malfunctions, fire weapon in dark environment while using flashlight, discharge a shoulder weapon, and clear malfunctions in various firearms.
- Must be able to operate a standard police vehicle under both emergency and non-emergency driving conditions.
- Must be able to use physical force to gain entry to premises and subdue or control persons, break up fights, disarm violent persons, etc.

- Must be able to engage in foot pursuits of fleeing suspects, climb up and down stairs, over walls and fences, push motor vehicles and lift and carry heavy objects.
- Must be able to hear well enough to distinguish direction and content of conversations in person and over the radio and telephone, even in the presence of background noise.
- Must be able to see well enough to read and fill out forms in artificial lighting conditions, and able to aim and fire a weapon without corrective lenses in an emergency.
- Must be able to stand or sit for protracted periods of time during surveillance situations, traffic duty, etc.
- Must be able to speak English clearly and distinctly enough to use a police radio, speak to groups, or be overheard when giving commands during a crowd control situation.
- Must be able to read, comprehend, analyze and explain complex written materials pertaining to law enforcement.
- Ability to use a personal computer to produce reports with a word processing system, and to access the database to obtain information on wants and warrants, stolen vehicles, etc.
- Must be able to maintain the physical standards required by the department.
- Must be able to remain calm and think clearly in emergencies, and to adapt to both long-term and short-term stress.

SALARY AND BENEFITS:

- While attending the RI Municipal Police Academy, recruits will receive a salary of \$750.00 per week.

Probationary	\$62,374.30	(academy grad to 1st year)
Patrol Officer II	\$69,251.31	(for 1 year after probation)
Senior Patrol Officer	\$72,389.90	(after 1 year in Patrol II)

- Health care benefits with an employee co-share.
- There are 12 paid holidays per year.
- An annual cleaning and uniform allowance is provided.
- A longevity supplement is paid at the beginning of the 6th year of employment and increases at pre-determined periods during the course of employment.

6th Anniversary.....	5.5% of base pay
10th Anniversary.....	6.5% of base pay
15th Anniversary.....	7.5% of base pay
20th Anniversary.....	8.5% of base pay

- Annual vacation time is listed as follows:

1 - 5 years.....	96 hours
6 - 10 years.....	128 hours
11 - 15 years.....	160 hours
16 - 20 years.....	200 hours
20+ years.....	208 hours
- Personal Time..... 32 hours per year.
- Sick Leave... .. 120 hours per year.
- Enrollment in the RI Municipal Employees Retirement System
- Annual Accreditation incentive
- The schedule for the uniform patrol officer consists of 4 days on-duty, followed by 2 days off-duty.

Note: The above stated benefits are enumerated in the existing collective bargaining agreement between the Town of Glocester and International Brotherhood of Police Officers and are subject to change.