



Yarmouth Police Department

Excellence in Policing

Frank G. Frederickson
Chief of Police

**NOTICE OF EXAMINATION FOR POSITION OF POLICE OFFICER
YARMOUTH POLICE DEPARTMENT**

One Brad Erickson Way, W. YARMOUTH, MA 02673

EXAM REGISTRATION DEADLINE: FRIDAY, July 15th @ 1600 Hrs

WRITTEN EXAMINATION: SUNDAY, July 17th @ 09:00 AM,

**DENNIS-YARMOUTH REGIONAL HIGH SCHOOL CAFETERIA,
210 STATION AVE., SO. YARMOUTH**

(Bring picture driver's license and two #2 pencils)

The Town of Yarmouth is seeking qualified applicants to be placed on an eligibility list for the position of POLICE OFFICER, from which names may or may not be selected to fill vacancies. To be appointed as a POLICE OFFICER by the Town of Yarmouth, candidates on the eligibility list must meet the following minimum requirements:

1. At least 21 years of age (by July 15, 2016)
2. United States Citizen,
3. Minimum of 60 College Credits or Currently Serving Active Duty U.S. Armed Forces or Honorable Discharge from U.S. Military Service or Full Time Police Academy Trained with 1 Year of Full Time job experience. Police Academy must be MPTC or equivalent.
4. Required to obtain a Massachusetts driver's license,
5. Required to obtain a Massachusetts Class A License to Carry Firearms,
6. Available for shift work (24-hour coverage),
7. Comply with all statutory requirements for appointment as a POLICE OFFICER:
 - A. No Felony Record (MGL41-96A),
 - B. Reside within 15 miles of the limits of the Town (MGL41-99A), (At the time of appointment)
 - C. Non-smoker (MGL41-101A),
 - D. If not certified (or certifiable) as a Police Officer in Massachusetts, comply with medical and physical standards for police recruit training by the Municipal Police Training Committee which includes successful completion of a Massachusetts Basic Police Recruit Academy. Academy attendees shall be considered non-union STUDENT OFFICERS (MGL41-96B) and will be responsible for a \$3,000.00 Training Fee, (Training fee is subject to change)

- OR

- E. If able to be certified as Academy Trained by the Massachusetts Criminal Justice Training Council, successfully pass medical and physical fitness examinations promulgated under authority of MGL31-61A.
8. Comply with the Yarmouth Police Department Tattoo and Body Art Policy & Procedure (see attached)

To establish the eligibility list, the following procedures will be followed:

1. Written examination: only the top 50 passing scorers will continue in the process (plus all applicants tied with the 50th scorer.) Two points will be awarded to current Yarmouth Reserve Police Officers that have held sworn

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Reserve Police Officer appointments for a minimum of one year. 3 Points will be awarded to United States Military veterans who have a minimum of 1 year active duty or who have attained veteran status and have been honorably discharged. Candidate must produce proof at the time of the exam.

2. Successful candidates from the written exam will then, within 2 weeks of written notification, submit a notarized Candidate Information Form with supporting documentation, two I.D. photos, an Applicant Fingerprint Card, and 3 signed copies of a Release of Information.
3. Preliminary Oral Interviews will then be conducted to review Candidate Information Form to determine, (a) each candidate's overall suitability for further consideration, (b) which candidates will have background checks done right away, and (c) which candidates may be considered for background checks at a later time, if there becomes a need to add more candidates to the Eligibility List as would be determined by the Chief of Police.
4. Background Checks will then be conducted for those candidates not deemed unsuitable as a result of the Preliminary Oral Interview, and per (b) and (c) in #3, above. Examples of disqualifiers and suitability determination criteria (discovered during any stage of the recruiting process) are as follows:
 - A. False statements or omissions in filling out the Candidate Information Form or other Documents requested by the Town,
 - B. Failure to meet minimum standards for appointment,
 - C. Dishonorable discharge from military service,
 - D. Unequivocally poor past employment record,
 - E. Unequivocally poor credit history,
 - D. History of excessive use of alcohol,
 - E. History of illegal drug usage,
 - F. History of excessive gambling,
 - I. Motor vehicle driving record,
 - J. Nature and frequency of criminal history.
 - K. Any other information that that would be determined undesirable for a police candidate.
5. Second Oral Interview then conducted by Department Oral Interview Board. This Board recommends candidates' names to the Town Administrator and Chief of Police.
6. Town Administrator and Chief of Police establish a candidate pool that will be valid for two years. The Town Administrator reserves the right to hire in any order in the pool and may hire others persons who are not in the pool.
7. As each opening/vacancy occurs, candidates will be given Conditional Offers of Employment. Once each candidate accepts the conditional offer, he/she will be sent for further testing including further testing to include psychological, medical testing, physical fitness and agility screening and additional background screening.
8. Candidates successfully passing the testing listed in #7 above will then be hired to fill the available position(s).

Failure to be punctual with appointments and paperwork will disqualify you from the process at any time.

PROBATIONARY PERIOD: Generally, one year from Basic Recruit Academy Graduation or, if academy not required, one year from initial appointment. Probationary period cannot exceed fifteen months.

Please refer any inquiries to Lt. Michael Bryant Mon.-Fri., 8:00 AM-4:00 PM via email mbryant@yarmouth.ma.us or at 508-775-0445 Ext. 2122