



BENEFITS INCLUDE

- ❖ Competitive salary: \$68,944 - \$97,584 (eff. 1/1/2020, top gr. patrol incl. benefits & stipends)
- ❖ Opportunity for advancement and specialized assignments
- ❖ Comprehensive medical benefits and life insurance
- ❖ Differential pay for evening and midnight shifts
 - Up to 11% of base salary
- ❖ Tuition reimbursement plan
 - 50% of tuition and fees for approved courses
- ❖ Education stipends
 - \$800 yr for bachelors degree; \$1,100 yr for masters degree
- ❖ Stipends for 2nd language, uniform and clothing, and EMR/EMT certifications
- ❖ Excellent pension program
 - 50% after 25 yrs (if age 52 or older) up to 60% after 30 yrs; vested after 10 yrs.



SELECTION PROCESS

- The Board of Police Commissioners is the sole authority in regards to appointment of candidates as members of the Norwalk Department of Police Service
- Selection by the Commissioners will be based on information obtained from the testing procedures and pursuant to the operational needs of the Department and in conjunction with the hiring policies of the Department.

MUNICIPAL RESIDENT HIRING POLICY

- The City wishes to promote the recruitment and hiring of City residents. To this end, positive consideration shall be given in the selection process to Norwalk residents.

REGISTRATION FEES

- \$50.00 (May be waived due to financial hardship)
- \$25.00 PoliceApp service charge

REGISTRATION DEADLINE * TENTATIVE! All Dates Subject to Change! *****

- Registration Deadline: Saturday July 27, 2019**
- Exam Date: Saturday August 3, 2019** (Pre-registration required)
- Exam Location: To Be Determined (Norwalk, CT)
- Register online at www.PoliceApp.com, or for more info go to our website www.norwalkpd.com.

Phases for Becoming a Norwalk Police Officer

Phase I

- Physical Ability Assessment/C.H.I.P. card; card good for 6 months; fee \$75.00
- Written Entrance Exam - fee \$50.00 + \$25.00 processing fee (PoliceApp)
- Oral Board Interview/Exam
- Chief's Interview
- Eligibility List

Phase II

- Conditional Offer of Employment
- Background Questionnaire and Employment Application
- Document review, Fingerprinting and Photograph
- Polygraph Exam

Phase III

- Background Investigation
- Psychological Evaluation
- Medical Exam and Drug Screen

Phase IV

- Candidate Review
- Selection
- Physical Ability Assessment (2nd test- no fee)
- Hiring – Probationary Appointment
- Pre-Academy Training
- Police Academy (approx. 24 weeks). Academy may be resident (live-in) or commuter class based on Department needs

Phase V

- Post-Academy Training
- Field Training and Evaluation, approx. 14 weeks
- Certified Police Officer
- One year probationary period upon academy certification

Note: The Phases listed above are intended to serve as a general guideline for informational purposes only. Advancing from one phase to the next or within a phase does not necessarily mean you have passed the previous activity, evaluation or test. The first three phases can take several months. Fees subject to change.

**The Norwalk Department of Police Service is an equal opportunity employer.
Minority and female participation is encouraged.**