

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 considered eligible to fulfill the patrol vacancies. Information regarding applications can be located online at [www.Policeapp.com](http://www.Policeapp.com).

Minimum Eligibility Qualifications:

* Must be a citizen of the United States;
* Must be at least twenty-one (21) years of age at the start of the police academy;
* Must not have any prior criminal convictions;
* Must have a high school diploma or GED
* 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.
* Rhode Island, in-state lateral police transfers will be accepted upon successful completion of an accelerated process.

Application Deadline: Applicants must complete all required paperwork at www.Policeapp.com. All documents are to be submitted no later than April 1, 2022.

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 fifty-two sworn personnel officers of various ranks and the Chief of Police. Our police patrols are divided into four squads of eight patrol officers and two supervisors, consisting of a Sergeant and Lieutenant. The patrol officers work one of two 12-hour shifts, starting at 7 a.m. to 7 p.m. or 7 p.m. to 7 a.m. 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. The 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 $57,323. Upon completing a top step in three years, officers will then earn a salary of $78,389 with additional benefits of paid vacation, holidays, sick days, salary step increases, annual clothing allowance, longevity pay, 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:

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.

In-State, Rhode Island Police Lateral Transfer Process:

Any active Rhode Island police officer or recently retired Rhode Island police officer may inquire in this accelerated application process. All applicants must have successfully graduated from the Rhode Island Municipal Police Training Academy within their time served. All active and retired police officers must be working within good standing or have been considered as such upon separation from employment. The following criteria will need to be met in order to be considered for employment by the North Kingstown Police Department:

* + Up to date resume.
	+ Successful completion of a Command staff interview(s).
	+ Successful completion of a background investigation.
	+ Successful completion of a psychological examination.
	+ Successful completion of a medical examination.
	+ Drug screening.
	+ Rhode Island Municipal Police Training Academy (RIMPTA) and Police Officer Standard and Training (POST) approval.

By applying to this accelerated in-state lateral hiring process, the applicant acknowledges and accepts the potential for modifications or amendments to this process. The North Kingstown Chief of Police holds the explicit right to modify or terminate the accelerated, in-state hiring process at any time without cause. All applicants who meet the criteria within this section must complete the application issued by policeapp.com. ***After doing so, all applicants must contact the Training and Recruitment Office through email.*** The applicant must state their intentions and then submit a resume` which outlines their professional work history and education. All applicants who meet the criteria within this section will be exempt from the physical agility, written examination, and first round of interviews. All correspondence for this section can be sent to the department’s Training and Recruitment Office, Officer Raymond Ho, at Rho@northkingstown.org. Any questions regarding this process can be directed to 401 294-3316 extension 8204 or Officer Brian Kanaczet 401 294-3316 extension 8240.

Physical Agility Test:

1. The physical agility test will be solely administered by certified instructors associated with the **Fit to Serve** company. All applicants needing to partake in the physical agility test must reserve their attendance prior to the agility date on the **Fit to Serve** website, <https://www.fit2serveri.com>.
2. **Fit to Serve** will charge all applicants a fee of one hundred dollars ($100.00) for this agility test. If an applicant is facing financial hardship, a waiver may be sought from the administrator of the company. Applicants may contact the Fit to Serve company for additional information regarding this process.
3. **Applicants who already have a passing agility test from Fit to Serve:**

Any applicants who have already obtained a passing agility test result from **Fit to Serve** and are within the time frame of 365 days may use these results for the North Kingstown Police Department hiring process.

1. **Applicants who do not have a passing agility test from Fit to Serve:**

If an applicant does not have a passing, certified physical agility result from **Fit to Serve**, they must partake in the physical agility test on **April 9th 2022,** and obtain a passing score as defined within the Rhode Island Municipal Police Training Academy requirements. If the applicant successfully passes this agility test, **Fit to Serve** will award the applicant with a certificate of the results for 365 days. The agility test certification will allow the applicant to submit their passing agility scores to any police department that agrees to accept the results.

1. **Location, Date, and Dress Code:**

**Saturday, April 9th 8:30 a.m**. at the Thomas A Lamb Memorial Field House, 100 Factory Street West Warwick, Rhode Island 02893. The recommended dress code for admittance into the physical agility test is a solid-colored shirt with no logos, shorts, and gym shoes. The North Kingstown Police Department, along with any instructor associated with the **Fit to Serve** company, reserves the right to deny any paperwork or results that do not meet the requirement defined within the selection process.

1. **Required Documents:**

A valid driver’s license or other government-issued photo identification will be required to check-in prior to the testing.

1. Candidates will be required to provide a **“*Physician’s Health Screening Form*”** anda **“*Waiver and Assumption of Risk Assessment Form*”** at the time of their agility test. Both documents can be downloaded from the **Fit to Serve** website. The “***Physician’s Health Screening Form”*** must be signed by a physician 30 days prior to the agility test.

Written Examination:

**Saturday, April 9** at the Thomas A Lamb Memorial Field House, 100 Factory Street West Warwick, Rhode Island 02893. Immediately following the agility test, a 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. A valid driver’s license or other government-issued photo identification will be required to check-in before the testing.

The selection process will entail the following phases:

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/or **Fit to Serve**. The physical agility test consists of a battery of tests, including a 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**.**

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 through official notification 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.

Phase 4 – Comprehensive Background Investigation:

Eligible candidates may be offered a conditional and contingent offer of probationary employment for the position of a police officer with the North Kingstown Police Department. All candidates 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 the Training and Recruitment office, Officer Raymond Ho (401) 294-3316 ext. 8204 or via email at Rho@northkingstown.org or Officer Brian Kanaczet 401 294-3316 extension 8240.



Rhode Island Municipal Police Training Academy

Physical Fitness Assessment 40th Percentile

