



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 considered eligible to fulfill the patrol vacancies. Information regarding applications can be located on-line at the North Kingstown Police Department's website at www.nkpolice.org, the website for the Town of North Kingstown at www.northkingstown.org or 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 **July 30, 2021**.

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 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 \$57,323. Upon completing a top 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.

Open Application Period: Deadline for submission is July 30th, 2021, at 3:00PM.

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: Saturday August 21st 8:00 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 blue or black colored gym shorts. 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 or military identification will be required to check in prior to the testing.**

***** Candidates will be required to provide either a physician's note which meet the standards of the Rhode Island Department of Public Safety (RIDPS) and the Rhode Island Municipal Police Training Academy (RIMPTA) or a Fitness Test Medical Certificate at the physical agility within six months of the agility performance test.**

Written Examination: Saturday August 21st 12:00 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. **A valid driver's license or military identification will be required to check in prior to the testing.**

Oral interview(s): Applicants will receive official notification to the interviews in September of 2021. Dress code for admittance into the oral interviews 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 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. **Candidates will be required**

to provide either a physician's note which meet the standards of the Rhode Island Department of Public Safety (RIDPS) and the Rhode Island Municipal Police Training Academy (RIMPTA) or a Fitness Test Medical Certificate at the physical agility within six months of the agility performance test.

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 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.

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 40TH 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.

<p>Candidate Name: _____ Date of Birth: _____</p> <p>Address: _____ Town/City: _____ State: _____</p>

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: _____