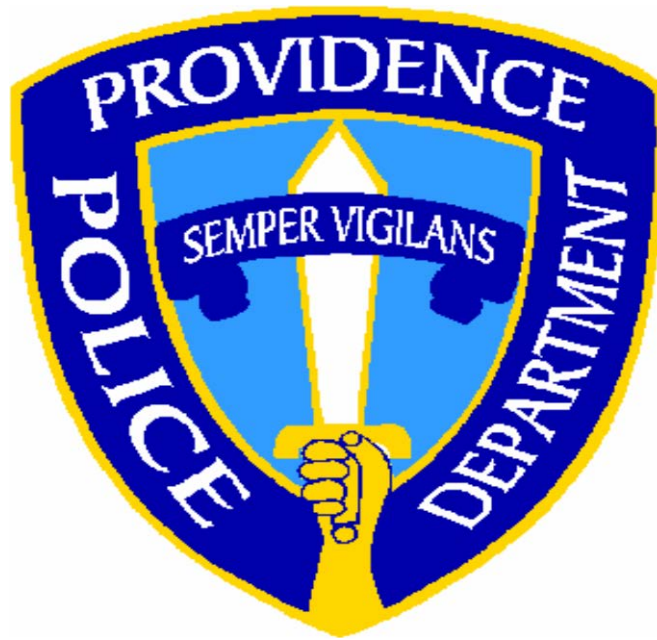


Providence Police Department



Recruitment Brochure

Visit www.providencepolice.com to apply

Mission Statement

**The Providence Police Department,
united with all citizens,
is committed to improving the
quality of life in our city by
aggressively resolving problems,
preserving the peace,
protecting human rights,
and apprehending criminals
consistent with the law.**

Qualifications

Age

An applicant must be at least 18 years of age to apply.

Education

An applicant must be a high school graduate or have a G.E.D.

Background

An applicant cannot be on probation for a criminal offense, or have been convicted at any time of a felony offense. The applicant must be of good moral character and the highest personal integrity. An applicant's background and character are carefully investigated before hiring. Any conviction of a crime of domestic violence, including a NOLO plea resulting in probation, will result in disqualification from consideration. Any misdemeanor drug related convictions will be carefully scrutinized.

Driver's License

An applicant must possess a valid driver's license upon filing an application.

Military Background

If applicable, an applicant must have received a discharge under honorable conditions.

Residency Ordinance

Sec. 17-29. - Examinations.

(a) Examination for entrance into the police or fire departments shall be held at the time and place as the commissioner of public safety may direct, and the identity of persons taking the written tests shall be concealed by the use of identification numbers instead of names on all test papers.

(b) The commissioner of public safety shall add ten (10) points to the score of a resident-candidate of the city who has passed the examination for police and fire candidates for entrance into the police or fire departments.

(c) Residency shall be determined at the time the application is filed. For purposes of this section only, a person's residence is his or her fixed or established domicile. The determinant of one's domicile is that person's actual physical presence in the city on a regular basis incorporating an intention to reside for an indefinite period. This domicile is the place to which, upon temporary absence, he or she has the intention of returning. Once acquired, this domicile continues until another domicile is established. A person can have only one (1) domicile.

(d) Upon application for an entrance examination, the applicant shall provide to the commissioner of public safety, for purposes of establishing residence for this section, three (3) of the following documents: voter registration, a state driver's license, a motor vehicle registration certificate, state and federal income tax returns, a document establishing the address furnished to the tax collector and/or assessor in those communities where the applicant owns taxable real or personal property for the purpose of notifying the applicant, a document establishing the address furnished to insurance companies with which the applicant maintains policies, a document establishing the address furnished to their present employer, document establishing the address furnished to any business, professional, union or fraternal organization to which the applicant is a member and a document establishing the address furnished by the applicant to governmental agencies with which the applicant has contact.

(Ord. 2009, ch. 09-22, § 1, 3-11-09)

Applicant Processing Procedures

An applicant becomes eligible for appointment to the Police Training Academy based on their standing on an eligibility roster established by a series of tests. Tests are conducted on an as needed basis. Successful completion of the testing process may result in an offer of conditional employment in the future, and does not guarantee employment by the Providence Police Department. An applicant qualifies for the eligibility roster by successfully completing the following phases of the recruitment procedure:

1. Meet the minimum qualifications for filing an application as detailed by the Providence Police Department Human Resources Bureau;
2. Physical Fitness Assessment
3. Written examination (high school level)
4. Background investigation (including all information releases)
5. Oral interview(s)
6. Psychological evaluation
7. Medical examination (including drug screening)
8. Physical fitness pre-test, just prior to entry into the police training academy. (same standards as listed below)

(Failure to successfully complete, or failure to receive a passing recommendation in any of these steps is cause for immediate removal from the application process.)

Physical Fitness Standards

Physical Fitness Assessment 40th Percentile					
1 Minute Push-Up					
	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-Aerobic Power					
	Age<20	20-29	30-39	40-49	50-59
Male	12:38	12:38	12:58	13:50	15:06
Female	14:50	14:50	15:43	16:31	18:18
1 Minute Sit-up test					
	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

Salary Range

Basic Salary

Recruit: During the Police Training Academy	\$10.10/hr.
Police Officer 3 rd Grade	\$983/wk; \$51,130/yr.
Police Officer 2 nd Grade	\$1005/wk; \$52,302(after 18 months)
Police Officer 1 st Grade	\$1069/wk; \$55,601(after 30 months)
Detective	\$1,197/wk; \$62,273/yr.
Sergeant	\$1226/wk; 63,783/yr.
Lieutenant	\$1,339/wk; 69,634/yr.
Captain	\$1,441/wk; \$74,961/yr.

Additional Pay Benefits

Night differential	\$75.00
Specialized assignments	9% additional compensation
Clothing allowance	\$1000.00
Plainclothes clothing allowance	\$1200.00
Longevity allowance	0-5 years 0%
	6-10 years 7%
	11-15 years 8%
	16-20 years 9%
	21 years and over 10%
Holiday pay	13 paid holidays
Vacation benefits:	
Date of hire through 12/31 ½ day per month up to	6 furlough days
Second year of employment	10 furlough days
Third year of employment	15 furlough days
Fourth through ninth year	18 furlough days
Tenth through fourteenth year	23 furlough days
Fifteenth year plus	28 furlough days
Sick time 1.25 days per month	15 days per year

Retirement

50% of rate of pay after 20 years of service. Additional 2% per year after 20 years up to 75% after 32.5 years of service. Incentives at year 25, 30 and 32. Mandatory retirement at 63 years of age.

Police Training Academy



Academy

The Providence Police Training Academy is located at 200 Chad Brown Street. Recruits normally attend classes Monday through Friday from 0700 hours to 1600 hours. However, some nighttime and weekend classes are included as necessary. Recruits do not reside at the academy and must commute to class daily. The academy involves over 800 hours of training.

RECRUITMENT INFORMATION BROCHURE

Sample Curriculum

History of Policing	History of Providence Police
Providence Police Rules and Regulations	Organization of the Providence Police
Ethics	Stress Management
Administration of Justice	Elements of Crimes; RI General Laws
Criminal Procedure; Search and Seizure, Miranda, etc.	Federal Agencies: FBI, ATF, INS, Secret Service, DEA
Patrol Districts of the Providence Police Dept.	Drill and Ceremony
Physical Training Minimum 1 hour every class day	Defensive Tactics, Minimum 1 hour every class day
CPR, First Aid, Basic Water Safety	Report Writing
Crimes against the elderly	General Orders of the PPD
Emergency Vehicle Operations	Firearms Training
Simunition Training	Scenario Training
Officer Survival Tactical Training	HAZMAT Training, Blood borne Pathogens Training
Introduction to Spanish for Law Enforcement	Anti-Terrorism/WMD/PPE Training
Personnel	
Cultural Diversity	Police Ethics
Use of Force instruction	Community Policing
Consequences of Police Misconduct	Traffic Procedures
Patrol Procedures	Narcotics Firearms and Organized Crime
License Bureau	Prostitution, Intelligence
Detectives, Youth Service Bureau, BCI	Verbal Judo
Courtroom Testimony; Including a mock trial	Kingian Non-Violence Training
Handling Emotionally Disturbed Persons	

Physical Training

Recruits are required to maintain excellent physical condition through a strict schedule of running, weight lifting, and exercise designed to enhance body flexibility and endurance. Recruits are tested four times during the course of the academy, with the Cooper Institute standards utilized as scoring criteria. Prior academies have utilized the facilities of nearby colleges and universities. In addition, one hour a day is devoted to defensive tactics, which encompasses the use of defensive weapons, handcuffing techniques, and self-defense tactics.

Firearms Training

Recruits are trained with the Providence Police Department's issued sidearm, the Smith and Wesson .40, semi-automatic pistol, as well as, the 12-gauge shotgun. Training is done at the Providence Police Department Firing Range. In addition, "Simunition" training is also utilized. As part of this process, recruits are instructed in federal, state, and departmental laws and regulations regarding deadly force.

Proficiency Testing

Recruits must take and pass each written examination and/or skills proficiency test administered in order to successfully complete the academy.

What a Police Career Offers

Security

After successful completion of the one year probationary period, police officers are protected by the Law Enforcement Officer's Bill of Rights.

Variety of Assignments

After completing three years of service in the Patrol Bureau, an officer is eligible for transfer to other assignments. Assignment opportunities include the Mounted Unit, K-9 Unit, Narcotics, Firearms and Organized Crime Unit, School Squad, and many others.

Promotional Opportunities

An officer can be promoted to the rank of detective within the Detective Bureau, Youth Service Bureau or the Bureau of Criminal Identification by written exam after 4 years of service. Promotion to the rank of sergeant is by written exam after completion of 5 years of service. Additional promotional opportunities are available after 2 years in each rank.

Essential Job Functions

Under general supervision, a police officer performs general duty police work in the prevention of crime and the enforcement of laws; serves as a patrol officer in an assigned area; handles traffic control; is involved in community policing functions.

A police officer performs crime prevention and law enforcement work, consisting of preventive or assigned patrol, preliminary investigations, and traffic control duties in a designated area and on an assigned shift. Primary responsibility is to respond to public safety calls for service. Patrol may be performed in patrol cars or on foot. A police officer's duties may involve an element of personal danger; require action to be taken without direct supervision, and the need to exercise independent judgment in emergencies situations. Duties require occasional physical exertion and work under stressful situations. Holiday and weekend work is required.

Further information can be obtained by calling the Providence Police Department Human Resource Bureau at (401) 243-6411 or by visiting <http://providenceri.com/police>.