



## JOHNSTON POLICE DEPARTMENT

*Chief of Police, Mark A. Vieira*

# RECRUITMENT INFORMATION

Applications are to be completed on the [www.PoliceApp.com](http://www.PoliceApp.com) website

### APPLICATION REQUIREMENTS

Applicants must:

- be a US Citizen
- be a minimum of 18 years of age
- possess a valid driver's license
- possess a high school diploma or GED
- must independently obtain required certifications
- be of good physical and mental health
- successfully complete a background check and complete and pass all test requirements
- submit a complete application with required documents/certifications\*

\*(Incomplete or partially completed applications may be grounds for disqualification)

### COPIES OF THE FOLLOWING DOCUMENTS ARE NEEDED

- Birth certificate or citizenship papers, if you are a naturalized US citizen.
- Valid driver's license
- High school diploma or equivalency (GED)
- College transcript (if applicable)
- Military papers/orders/DD Form 214 (if applicable)
- Law enforcement experience; certificates/certifications/paperwork (if applicable)
- Written Exam Certificate of Completion with a minimum score of 70\*
- Physical Exam Certificate of Completion\*
- Fitness Medical Certificate – (This document is required by the proctoring company in order to obtain a Physical Agility Test Certificate)
- Physical Agility Test (PAT) Score Sheet – (This document is obtained on the day of your Physical Agility Test and must be obtained by the candidate from the proctoring company)

\*We are only accepting written examination & physical agility test certifications from a Rhode Island Police Officers Commission of Standards and Training (POST) certified company ([Click Here to access a POST Certified Company](#))

**These certifications are the sole responsibility of the candidate. Each candidate MUST schedule and obtain these certifications independently prior to being able to progress further in our process.**

*(The Johnston Police Department has no affiliation with the POST certified company)*



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## WAGES

<b>Effective Dates:</b>	<b>07/01/2025 – 06/30/2026</b>	<b>07/01/2026 – 06/30/2027</b>
Patrol Officer 3rd Class (entry level)	\$61,547.47	\$62,778.42
Patrol Officer 2nd Class (2nd year)	\$71,202.10	\$72,626.14
Patrol Officer 1st Class (3rd year and higher)	\$74,770.35	\$76,265.76

## BENEFITS

- ❖ Health Insurance
  - ❖ Dental Insurance
  - ❖ Life Insurance
  - ❖ Widow/Widower Healthcare
  - ❖ Retirement (MERS)
  - ❖ Paid Vacation/Personal Leave
  - ❖ Education reimbursement (up to a Bachelor’s Degree)
  - ❖ Opportunity for Overtime & Details
  - ❖ Longevity bonus
  - ❖ Accreditation bonus
  - ❖ Professional Development training opportunities
- ... and more.



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### **TESTING CERTIFICATION REQUIREMENTS – WRITTEN EXAMINATION & PHYSICAL AGILITY TESTING**

The Johnston Police Department requires all applicants to obtain testing certifications independently through a Rhode Island Police Officers Commission on Standards and Training ([POST](#))-certified provider.

Information about a POST-certified testing company will be included in the confirmation email upon submission of your application. Please visit the provided website for [upcoming test dates](#) and [scheduling](#). Applicants are responsible for all associated costs. Fees for the required tests are set by the testing company. If you are experiencing financial hardship, you may contact the testing company directly for potential assistance.

Once obtained, it is the applicant's responsibility to ensure all certifications remain current and valid. Required documents from each testing phase must be uploaded to PoliceApp to advance in the recruitment process.

#### **WRITTEN EXAM**

A Written Exam administered by a POST-certified provider is required. A minimum passing score of 70 is necessary.

The Written Exam Assessment Certificate must be uploaded to PoliceApp and must be dated within two years of the application deadline.

Failure to achieve the minimum score or to upload the required documentation by the stated deadlines will result in disqualification from the selection process.

#### **PHYSICAL AGILITY TESTING (PAT)**

Testing requirements for the Physical Fitness Assessment can be found on the RI Municipal Police Training Academy's website. ([Click here for more info.](#))

The Physical Assessment Test (PAT), administered by a POST-certified provider, is required.

Applicants must upload the following:

- A valid PAT Certificate (dated within one year of the application deadline)
- The Fitness Test Medical Certificate submitted to the testing company (dated within 6 months of RIMPTA's Physical Fitness Assessment)
- The PAT Score Sheet provided by the testing company

Failure to obtain and upload all required documents will prevent the applicant from advancing in the selection process.



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#### ESSENTIAL JOB FUNCTIONS

The duties and responsibilities of a patrol officer on the Johnston Police Department are both diverse and challenging. They consist of serving the community in many ways, with the goal of improving the quality of life for its residents. A patrol officer will be required to prevent crime and apprehend violators of law. In addition to these two basic law enforcement objectives, a patrol officer on the Johnston Police Department will be required to be a problem – solving oriented person, to reduce and eliminate the causes of crime.

A Patrol Officer shall be expected to:

- Enforce and uphold the Laws and Constitution of the United States of America, as well as all State Laws, the Town of Johnston Charter and the Town of Johnston Ordinances
- Identify criminal offenders and criminal activity and, where appropriate, apprehend offenders and participate in subsequent court proceedings
- Reduce the opportunities for the commission of crime through preventive patrol and other measures
- Aid individuals who are in danger of physical harm
- Facilitate the movement of vehicular and pedestrian traffic
- Identify problems that are potentially serious law enforcement or governmental problems
- Create and maintain a feeling of security in the community
- Promote and preserve the peace
- Provide other services on an emergency basis
- Any other duties that may be assigned by the Chief of Police

#### CAREER SERVICE

Appointment as a police officer in Johnston offers able and ambitious men and women an exciting opportunity for a career in Law Enforcement.

Officers are trained by the department to perform all phases of police work, such as traffic enforcement, accident investigation, patrol methods, criminal investigations, juvenile operations, and community policing. The training offered by this department is of the highest standards and it continues throughout the officer's career.

Promotions are determined by written and oral examinations, along with other contractual agreements. Promotions are made from within the department.

The members of the Johnston Police Department are represented by the International Brotherhood of Police Officers, Local #307 and have their wages, benefits and conditions of employment specified in their collective bargaining agreement with the Town of Johnston. The current CBA is in effect through June 30, 2027.



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SELECTION PROCESS ENTAIL THE FOLLOWING PHASES:

1. Application submission via [www.policeapp.com](http://www.policeapp.com)
2. Obtain the following certifications: Physical Agility and Written Examination Certifications – These certifications must be independently scheduled and obtained by the applicant through a Rhode Island Police Officers Commission of Standards and Training (POST) certified company ([Click Here to access a POST Certified Company](#)). Applicants are responsible for all associated costs. Fees for the required tests are set by the testing company. If you are experiencing financial hardship, you may contact the testing company directly for potential assistance.  
*(The Johnston Police Department has no affiliation with the POST certified company).*

Once obtained, it is the applicant's responsibility to ensure all certifications remain current and valid. Required documents from each testing phase must be uploaded to PoliceApp to advance in the recruitment process.

3. Johnston Police Department's Orientation
4. Oral Board Interviews
5. Chief of Police Interviews
6. Comprehensive Background Investigation
7. Medical/Drug Screening
8. Psychological Examination

*While this sequence is intended to be followed, it may be subject to change due to factors beyond the Department's control, such as scheduling or availability conflicts.*

Failure to provide/submit any of the required listed information by the applicant may disqualify the candidate from any further consideration by the Johnston Police Department.