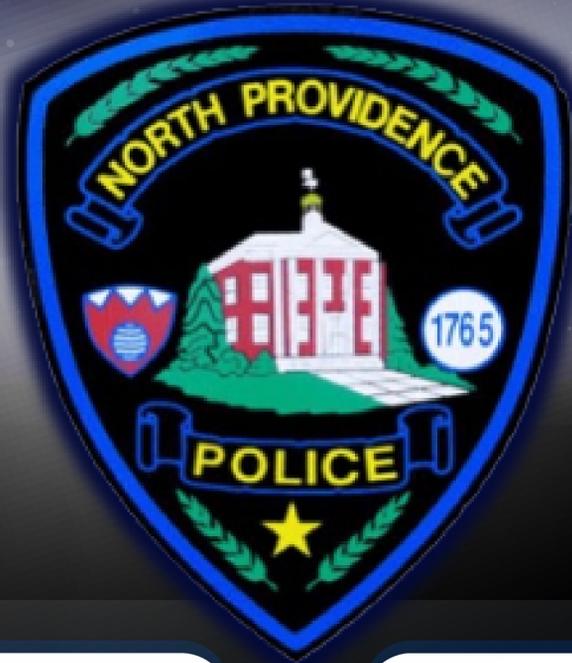


LATERAL POST-CERTIFIED OFFICERS



Education & Incentives

Tuition: 100% tuition reimbursement, including books and supplies. *(Up to a Master's Degree)*

Trainings: Department paid for specialized trainings



Schedule & Leave

- **Schedule:** (8-hour) 4 On / 2 Off
- **Vacation:** Starts at 7 days (6 months) Up to 26 days (15+ years).
- **Sick Leave:** 15 days/year (can accumulate)
- **Comp Time:** Up to 120 hours

We Honor Your Years of Service!



Salary & Longevity

Effective July 2026

Base Pay: Top step in just 3 years: **\$83,285**

5-Year Officer: Total potential - **\$94,784** + OT/Details *(Salary, Longevity, Holiday, Clothing Allowance)*

Longevity: Begins at 5 years (+6.5%), rising to +12.5% at 20 years.

Overtime: Paid at 1.5x

Details: Rate: **\$72/ hour** *(Min. of 4 hrs)*
Premium rate: **\$144/ hour** *(Min. of 4 hrs)*



20-Year Pension Plan

- **Eligibility:** 20 Years of Service
- **Vested:** 10 Years of Service
- **Benefit:** 50% of the average of the 3 highest years (Base + Longevity).
- **Multiplier:** 2% for every year served beyond 20 years.
- **COLA:** 3% Cost of Living Adjustment
- **Healthcare:** Family plan available at 5% contribution

CONTACT US!

Sergeant Kitson
401-231-4533 x1128

Michael.Kitson@NorthProvidenceRI.Gov



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