

**CITY OF CRANSTON
DEPARTMENT OF PERSONNEL
ANNOUNCES AN OPEN COMPETITIVE CIVIL SERVICE EXAMINATION
FOR
POLICE OFFICER**

Starting Salary: \$51,202.84

Please read this ENTIRE document as there is pertinent information throughout.

APPLICATIONS

The application can be obtained at www.policeapp.com/CranstonRI. *Processing fee is \$40.00.* In addition to the on-line application, you must complete the physical agility test waiver and the applicant verification packet. Both must be notarized and returned at the physical agility test. **YOU WILL NEED THESE TO TAKE THE AGILITY TEST.**

**All applications must be submitted via www.policeapp.com
by 11:59pm, Monday March 8, 2021.**

SALARY	BENEFITS
<ul style="list-style-type: none"> • Starting Base Salary \$51,202.84 • Annual increases to \$75,731.76 • Overtime opportunities • Clothing allowance • Accreditation incentive • Full pay while in the academy 	<ul style="list-style-type: none"> • Health Insurance • Dental and vision coverage • Pension Plan • Paid sick time • Paid holidays • Personal days • Vacation days

QUALIFICATIONS TO APPLY

- Must be 18 years of age by March 8, 2021
- High school diploma or GED equivalent
- Must be a U.S. citizen or possess a valid and authorized Immigration & Naturalization citizenship in the US
- Must have good communication skills, be self-motivated, and be able to multi-task during stressful situations.
- Must demonstrate a history of good work ethic and civil conduct.
- Weight must be proportionate to height.
- Be of good health, moral character and habits, and sound in body and mind.
- Individuals with felony criminal convictions (including those expunged) will be removed from consideration.
- Individuals with misdemeanor criminal convictions (including those expunged) may be removed from consideration depending on the facts and circumstances.
- Persons convicted of a misdemeanor crime of domestic violence will be disqualified per Federal Law (18 U.S.C. 922 (g) (9)).
- Driving history will be considered and may be disqualify some individuals.
- Persons with a driving history which includes “driving while impaired” will be disqualified.
- Must not test positive for a substance that is classified as illegal without a prescription in the State of Rhode Island.

DUTIES AND RESPONSIBILITIES

- Preserve the peace - protect life and property
- Prevent crime
- Detect and appropriately respond to violators of the law
- Enforce laws within departmental jurisdiction
- Maintain good community relations and treat people with dignity and respect
- Respond to all emergencies
- Ability to reason within life and death situations

POLICE OFFICER CORE COMPETENCIES

- Ability to use good judgement and to problem solve
- Capacity for empathy and compassion
- Capacity for multi-tasking
- Ability to demonstrate courage and to take responsibility
- Ability to be resourceful and show initiative
- Demonstrating assertiveness
- Possesses and demonstrates integrity
- Capacity for engaging in teamwork and ability to collaborate

EXAMINATION PROCESS

1. Physical agility test
2. Written test
3. Background investigation
4. Oral Interview
5. Civil Service eligibility list
6. Psychological examination
7. Physical medical examination and drug screening
8. Conditional offer of employment
9. Attendance and successful completion of RI Municipal Police Training Academy
10. Successful completion of the Field Training Program
11. Probationary period of one (1) year
12. Appointment as permanent police officer

PHYSICAL AGILITY TEST

The Physical Agility Test is conducted in accordance with the Rhode Island Municipal Police Training Academy. This test is graded on a pass/fail basis. Failure to pass the agility test shall prevent an applicant from advancing in the examination process. The agility test will take place on **March 20, 2021 at 8am at Cranston West High School 80 Metropolitan Ave Cranston, RI 02920.** Please refer to the below agility test Standards which also can be found at www.rimpa.ri.gov. There is no makeup date and failure to appear on time will preclude you from participating. **You must bring the completed and notarized waiver for the physical agility test.** You will not be allowed to take the agility test without this waiver.

COVID protocols will be in place.

Masks and distancing will be maintained while not participating in the event.

Applicants must present a valid photo identification.

Assessment Battery	MALE					FEMALE				
	Age <20	Age 20-29	Age 30-39	Age 40-49	Age 50-59	Age <20	Age 20-29	Age 30-39	Age 40-49	Age 50-59
Push-ups (1 minute)	29.0	29.0	24.0	18.0	13.0	15.0	15.0	11.0	9.0	n/d
Sit Ups (1 minute)	41	38	35	29	24	32	32	25	20	14
1.5 Mile	12:38	12:38	13:04	13:49	15:03	14:50	14:50	15:38	16:21	18:07
300 Meter	59.0	59.0	58.9	72.0	83.2	71.0	71.0	79.0	94.0	n/d

WRITTEN TEST

Applicants that have passed the agility test will proceed to the next phase which consists of a standardized written examination in reading, written communication, observation, and memory, but not limited to other testing objectives. The written test will take place following the agility test on **March 20, 2021 at 1pm in the Cranston West High School cafeteria 80 Metropolitan Ave Cranston, RI 02920.** Please allow 3 ½ hours for the exam. You will be precluded from taking the exam if you do not appear on time. There is no makeup date. The applicant must achieve a passing score of 70% to move on to the interview phase.

COVID protocols will be in place.

Masks and distancing will be maintained throughout the exam.

Applicants must present a valid photo identification.

BACKGROUND INVESTIGATION

Applicants who pass the agility and written tests will receive a background packet to complete. Each applicant will need to submit all required forms and documents as requested. Incomplete background packets may be rejected. The applicant must have an acceptable background as determined during the investigation to continue to the oral board.

Any questions may be directed to Recruitment Officer Glenn Cipalone via phone (401-477-5153) or email (gcipalone@cranstonpoliceri.com).

ORAL INTERVIEW

Applicants who have an acceptable background will proceed to an oral interview. A passing score will be 70%. The applicant must achieve a passing score to be placed on the candidate eligibility list.

Applicants must present a valid photo identification.

ELIGIBILITY LIST

The candidates who successfully complete the above-mentioned process will be placed on the civil service eligibility list, according to their final total numerical score to fill future vacancies. An additional comprehensive background investigation will be conducted prior to a conditional offer of employment. Candidates must successfully complete each step of this process to maintain their eligibility.

The comprehensive background investigation will consist of an integrity interview, extensive investigation of the candidate's history to include, but not be limited to, education, training, health, employment history, family, neighbors, references, character, credit, military, traits and any other areas as directed by the Chief of Police. The applicant must have an acceptable background as determined during the investigation to maintain their eligibility.

MEDICAL & PSYCHOLOGICAL TESTS / DRUG SCREENING

Under Rhode Island State Law, all police candidates must pass a physical exam, including a color blindness test, and a psychological examination prior to being hired for a vacancy. Candidates must successfully pass all medical exams, psychological tests and drug screenings or they will be eliminated. In addition, candidates who have not already done so must then attend and pass all phases of the Rhode Island Municipal Police Training Academy.

PREFERENCE

Honorably discharged active duty war veterans who have received a passing final grade of 70% shall have five (5) points added to their final grade and disabled active duty war veterans shall have ten (10) points added to their final grade.

In order to receive credit for veteran's preference, an honorably discharged active duty war veteran must furnish a copy of his/her **DD 214**. A disabled active duty war veteran must submit proof that he/she has been classified as "disabled" by the Veterans Administration. **The DD 214 and proof of disability classification must be submitted at the time of the written examination.**

VETERAN DATES FOR ACTIVE DUTY WAR VETERANS

- August 20, 1982 to December 31, 1987
- December 20, 1989 to January 31, 1990
- August 2, 1990 to July 13, 1992
- September 18, 2001 - A period to be prescribed by law, an Act of Congress or Presidential Proclamation
- October 16, 2002 - A period to be prescribed by law, an Act of Congress or Presidential Proclamation

If you have been honorably discharged from active duty in Iraq, please submit a copy of the DD214. The City will determine if your status allows you Veterans points for this service.

IMPORTANT POINTS TO CONSIDER

- The packet must be downloaded from the job posting on www.policeapp.com, completed and notarized then turned in at the physical agility test on March 20, 2021.
- Please do not submit any applications or packets to the Cranston Police Station. They will not be accepted or transferred.
- Failure to report to any phase of the testing process will result in automatic dismissal of the candidate.
- You will receive your written examination results in writing. Please do not call to inquire.
- You will receive your final position on the Civil Service List in writing. Please do not call to inquire.
- *If offered conditional employment, the applicant will be required to pass the Rhode Island Municipal Police Training Academy swimming standards prior to entering the academy.* The standards include swim continuously for 200 yards; tread water for 10 minutes; swim the distance of 30 feet underwater; surface dive to 12 ft, retrieve a weight, and bring it to the surface. Any inability to swim or to successfully complete these swimming requirements will prevent an appointment to the position of police officer.
- It is your responsibility to notify us of any changes in your address and phone number. If you obtain a position on the Civil Service List, the list may be used for two (2) years and can be extended to a total of three (3) years with the recommendation of the Director of Personnel and approval of the Mayor. You must keep us apprised of any changes during this period so that we can contact you for further consideration if vacancies occur.
- All probationary status employees shall be required to complete a minimum of one (1) year as a probationary officer that includes assignment to the Field Training Officer Program. An officer's probationary period may be extended in accordance with City of Cranston Civil Service Rules. Failure to meet any requirements listed will result in removal from the list and/or employment.

KENNETH J. HOPKINS
MAYOR



COLONEL MICHAEL J. WINQUIST
CHIEF OF POLICE

APPLICANT PHYSICAL AGILITY TEST WAIVER

To Whom It May Concern:

I, _____ D.O.B. _____ of

(Address)

do hereby release and forever discharge the **City of Cranston**, and its servants, agents and employees including all members of the **Cranston Police Department**, their heirs, and executors and administrators from all claims, demands, actions, both in law and equity or especially all claims of any physical or mental injury or discomfort or accidental death arising out of participating in, taking part in and being allowed to take the **Cranston Police Department on March 20, 2021**. It is completely understood that I am taking the above-mentioned action of my own free will.

Signature

Date: _____

Notary Public

Date: _____

Commission expiration

*The City of Cranston is an Equal Opportunity Employer.
Women and minorities are strongly encouraged to apply.*

Cranston Police Department is a National Accredited Police Agency.