

CHARLESTOWN POLICE DEPARTMENT

Charlestown, Rhode Island
Colonel Michael J. Paliotta, Chief of Police

LATERAL RECRUITMENT PROCESS

The Charlestown Police Department is accepting applications from POST certified Police Officers to fill current and future vacancies within the agency. All qualified applicants, including out of state POST certified Police Officers, are encouraged to apply. More information on our website: www.charlestownpolice.org.

Salary & Benefits Summary:

- Probationary Police Officer (new recruit or a lateral less with than one-year LE experience): **\$65,087.00**.
- Lateral Probationary Police Officer (with at least one-year prior LE experience): **\$72,155.00**.
- Lateral Probationary Police Officer (with two or more years of prior LE experience): **\$74,599.00**.
- Permanent Police Officer (after probation) earn up to top step of: **\$79,355.00** after five years of service.
- Lateral Transfer **“Hiring Bonus” of \$3,000.00** upon completion of mandatory one-year probation.
- Longevity Pay starts at five (5) years and up to twenty (20) years of service - range 2.5% - 10% added to salary.
- Excellent Blue Cross / Blue Shield health plan with 20% co-share; plus Delta Dental Insurance.
- **Post-retirement health insurance coverage for all Police Officers and spouse.**
- Rhode Island Municipal Employee Retirement System (RI MERS) pension plan.
- Front loaded vacation, sick and personal leave immediately upon hiring as a Probationary Officer.
- \$1,250.00 annual uniform allowance and a department paid uniform cleaning service.
- \$500.00 annual police accreditation bonus and a \$300.00 annual wellness incentive bonus for all Officers.
- \$100,000.00 group term life insurance coverage provided.
- Twelve (12) paid holidays
- Extensive training opportunities and an environment that fosters employee development.
- All uniforms, equipment and accessories supplied by the Town upon hiring.

Lateral Hiring & Application Process:

- Candidates must be at least 21 of years of age to apply and be a POST certified Police Officer.
- Candidates must be a US citizen, have a high school diploma or GED and active driver’s license.
- College credits and/or military service are strongly encouraged but not required.
- Employment application can be located at (<http://www.charlestownpolice.org/>).
- Completed applications should be emailed or mailed along with a resume to the contact below.
- Applicants will receive an interview with the Chief of Police.
- Candidates receiving conditional offers of employment must then successfully complete a background investigation, medical and psychological examination followed by a RI POST lateral transfer; prior to employment.

Department Recruitment Contact

Lieutenant Philip B. Gingerella Sr.

Email: pgingerella@charlestownpolice.org / Telephone: 401-213-6902

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