



The Town of Westerly, Rhode Island
Invites Applications for
Police Officer



Police Officer
Wage:\$24.41 (effective July 1, 2018)



The Town of Westerly is an Equal Opportunity Employer

Police Officer

Under general supervision, a Police Officer is responsible for the performance of law enforcement duties to protect life and property in accordance with applicable laws, to carry out special assignments as necessary, and other related duties as assigned.

A wide variety of assignments are available which include Patrol, Detectives, K-9 Officer, Traffic, Marine Patrol, Juvenile & Elderly, Bike Patrol, School Resource, and Special Response Team.

Police Officer – Recruit

During employment within this classification, employees will attend a certified police training academy designed to provide an overview of the Criminal Justice System which includes training in various laws, police procedures, law enforcement techniques, first aid, weapons, and physical fitness.

Out-of-State Candidates

The Westerly Police Department will conduct an evaluation of all out-of-state training. Rhode Island POST is the sole authority on applicable training and determines whether the candidate must attend an abbreviated academy, or a regular police academy. If an academy is required, the candidate will be hired as a Police Officer – Recruit. Upon completion of the academy, promotion will be made to Police Officer.

Minimum Qualifications

- Must be 21 years old.
- Must have 60 college credits, or two years of active military experience, or two years of prior full-time municipal or law enforcement experience.
- Must be a U.S. citizen
- Must possess a valid driver's license

Application Process

Interested candidates may submit a resume to the Town of Westerly's Human Resources Department at the below e-mail address.

HR@westerlyri.gov.

DEADLINE: 4:30 PM on or before March 2, 2018

Be sure to put **Police Officer** in the subject line of the e-mail.

Please note: The Town of Westerly only accepts applications/resumes that are e-mailed to the above address. Paper application materials will not be accepted.



Selection Process

Applicants will need to pass a written and physical agility examination. All qualified applications will be invited to appear before an oral board. Applicants passing the oral board examination will be placed on an eligibility list based on their oral board rankings. Prospective employees will undergo a thorough background investigation including a medical, psychological and drug/alcohol screen.

The Town of Westerly

Westerly is both the most southern and western location in South County Rhode Island, and is home to the popular villages of Misquamicut and Watch Hill, two distinctive summer resort communities. Recognized as having the most beautiful beaches on the east coast, Westerly is the perfect place to enjoy a relaxing or action-packed vacation.

Misquamicut State Beach is the largest beach in Rhode Island and offers a wide variety of attractions, exciting nightlife and events. It is the ideal family destination, offering water slides, mini golf courses, free movies on the beach and fun filled hours in the waves of the Atlantic Ocean.

While traveling along the scenic roads in Watch Hill, you will get a glimpse of spectacular architecture and impressive mansion-style homes. Picturesque Watch Hill is a tranquil seaside community that boasts lovely beaches and a waterfront village. Napatree Point in Watch Hills is a spectacular hidden gem of a beach. With great family appeal, and is located next to the country's oldest Flying Horse carousel.

Charming downtown Westerly, with its wonderful Victorian architecture, examples of fine granite work, and beautifully landscaped Wilcox Park, earned the designation 'one of the twelve most distinctive destinations in the country' by the National Trust for Historic Preservation. Historic downtown Westerly-Pawcatuck is joined by the scenic Pawcatuck River. Shops and eateries have outstanding views and there are several outdoor dining options. Downtown is a hip arts scene and has earned a reputation as Southern Rhode Island's dining and nightlife destination. The eclectic shops feature furniture, trendy apparel and unique gifts from antiques to designer wedding gowns.

The Police Department

The Police Department is comprised of approximately 62 sworn and civilian positions. There is room for promotional advancement to the positions of Corporal, Sergeant, Detective, Detective Sergeant, Lieutenant, and Captain. The Police Department is lead by the Police Chief.

Training

The Westerly Police Department believes in having one of the best trained police forces in the State. To that end, numerous trainings on a variety of topics are offered throughout the year. Some of the training topics include:

- First Aid and AED
- Gang Awareness
- Anti-terrorism
- IED
- Field Training Officer (FTO)
- Background Investigations

Equipment

Ensuring that our employees have the most up-to-date equipment and technologies is a paramount to our success. We offer our employees some of the best and most modern equipment from patrol rifles, mobile units, assigned cruisers, mobile command truck, and tasers.

Experience

While employed as a Police Officer with Westerly, you will experience a wide variety of calls and experiences. You will gain experience in:

- Traffic violations
- Beach / Water Incidents
- Alcohol Related
- Property crimes
- Narcotics

Total Compensation

Starting Salary: The starting salary for an entry level officer is **\$24.41** per hour increasing up to **\$41.69** per hour, making the Westerly Police Department one of the most competitive salary ranges in the State.

Pension: Officers may retire upon completion of 25 years of service.

A pension equal to 50% of Annual Pay at retirement with 25 years of services and attained the age of 52. Officers who continue to work past 25 years of service shall earn an additional 3% for each year of service up to a maximum pension benefit of 65% of annual pay for retirement with 30 years of service.

All members shall contribute 12% of their annual pay during each year the officer works.

Officers shall be entitled to a two percent (2%) escalator not compounded commencing at the start of their Pension.

Holidays: There are fourteen (14) paid holidays.

Clothing Allowance: Officers shall receive a uniform clothing allowance in the amount of one thousand five hundred dollars (\$1,500.00) per year.

The provisions of this announcement do not constitute an expressed or implied contract and any provision contained in this announcement may be modified or revoked at any time.

Disqualifying Factors

Background Investigation Factors

Applicants should read all the disqualifying factors listed below. Should you have any questions regarding the disqualifying factors, please contact the Office of Human Resources at 401-348-2537.

The following factors WILL BE disqualifying.

- A false statement or any omission of information, either on the employment application materials, the personal history statement, or verbally to the oral board or the background investigator is disqualifying and grounds for termination of employment.
- A felony conviction.
- Applicants on criminal probation at time of intended hire.
- Any unlawful use of any drug (including marijuana) while employed as a full-time or limited peace officer.
- Any involvement in the sales of illegal drugs (including marijuana).
- Lack of a valid driver's license at time of intended hire.
- A sex act perpetrated against the will of the other party.
- Any suicide attempts.

The following factors MAY BE disqualifying.

- Prior drug usage will be evaluated for what was used, the extent of use, and how recent the usage has been (including marijuana.)
- A misdemeanor conviction.
- An arrest for which the punishment could have been one year in County Jail or imprisonment in State Prison.
- A theft.
- Unlawful carrying of a concealed weapon.
- Demonstrated history of irresponsible motor vehicle operations.
- A "Failure to Appear" on your driving record.
- A D.U.I. conviction.
- Applications under psychological/psychiatric care.
- Military discipline or less than honorable discharge.
- Demonstrated history of financial irresponsibility.
- Failure to keep appointments or submit documentation in a complete, neat, and timely fashion during the background process.

Vacancies: The Police Department is anticipating to hire from this eligibility list, which will be maintained for one year.

Additional Information on the Police Training Academy can be found by clicking [RIMPTA](#).



Written Exam

Date: March 31, 2018, 9:00 a.m.
Westerly High School Cafeteria
23 Ward Ave, Westerly, RI

The exam is scheduled to last approximately 3 hours. This is a video exam that contains four sections:

- Roll Call Briefing
- Training Session
- Situational Judgment
- Multiple-Choice

The exam will be graded on-site. Individuals successfully passing the written examination will proceed to the physical agility exercise.

Candidates wishing to prepare for the written examination may purchase a study guide at [Public Safety Compass](#).

For the written exam candidates are to dress in professional attire.

Testing Procedures

Physical Agility

Date: March 31, 2018, 1:00 p.m.

The Physical Agility Exam is based on RIMPTA standards and consists of the following activities:

- 1 Minute Push Up
- 1.5 Mile Run
- 1 Minute Sit-Up
- 300 Meter Run

For the physical agility candidates are to bring white t-shirts, navy blue sports shorts and athletic style running shoes.

For additional information on the standards or to view requirements you can visit [RIMPTA](#).

Oral Board

Oral Board Examination

Dates: April 9-13, 2018 (anticipated)

Times to be announced.

The timeframe for the recruitment process has been laid out in this guide. If you cannot attend/be available for these dates you may wish to reconsider applying to the Westerly Police Department for this selection cycle.

Final Interview - Background

Final Interview – Background

Candidates who successfully pass the oral boards will be invited to a final interview with the Police Chief and Town Manager.

Candidates who are selected from the final interview will undergo a very thorough background-check.

Successful Applicants

Start Date

The Town of Westerly wishes the best of luck to all applicants participating in the Police Officer selection process. Applicants who successfully pass all phases of the selection process will be given a conditional offer of employment.

Start dates will be in relation to the Rhode Island Municipal Police Training Academy dates.

Additional Information

All communications regarding this selection process will take place by **e-mail**. Due to the anticipated volume of applications we will not be able to answer telephone calls. However, we will aim to respond to e-mails within 48 hours during normal office hours, Monday to Friday 8:30 AM to 4:30 PM.

Individuals selected to participate in the Written Exam / Physical Agility will be contacted via – e-mail by March 16. Additional information will be provided at that time. Candidates being invited to the Written Exam / Physical Agility will be required to bring photo identification.

Please be sure to look for an e-mail in your junk/spam folder or whitelist the e-mail address HR@westerlyri.gov.