



TOWN OF COVENTRY ANNOUNCES ELIGIBILITY AND SELECTION PROCESS FOR POLICE OFFICER

Individuals who wish to be considered for employment by the Town of Coventry as a Police Officer must, at the time of application, possess an Associates Degree; or a minimum of sixty (60) college course credits towards a degree; or have two (2) years of active Military duty; or have four (4) years of Military Reserve/National Guard duty; or be a graduate of a certified Police or Law Enforcement Academy; and complete all testing requirements.

Preference will be given to qualified individuals who have retired from Law Enforcement service in Rhode Island and who are currently certified by the Rhode Island Police Officers Commission on Standards and Training if the application is accompanied by a letter of good standing from the applicants former Chief of Police.

Applications may be obtained from the Coventry Town Hall, Personnel Department, 1670 Flat River Road, Coventry, Rhode Island 02816, from the Coventry Police Department, 1075 Main Street, Coventry, Rhode Island 02816, or may be down loaded on-line from the Coventry Police Department website: www.coventrypd.org or the Town website: www.town.coventry.ri.us

All applications must be returned to the Personnel Office with all required documents and a \$20.00 testing fee by 4:30 pm on August 12, 2011.

Items that must be presented at the time of application (and must be legible) are:

- 1. Copy of Birth Certificate or Naturalization Papers; and*
- 2. Copy of Valid Motor Vehicle License; and*
- 3. Copy of High School Diploma or Certified Transcript; and*
- 4. Copy of College Diploma or Official Transcript; **OR**
Copy of Military Discharge (DD214), or Proof of Military/Reserve/National Guard service; **OR**
Copy of Police/Law Enforcement Academy Certificate; and*
- 5. \$20.00 non-refundable fee.*

THE TOWN OF COVENTRY IS AN AA/EOE.

Coventry Police Department
Police Officer Application Process

1. Open Applications- Written application along with a \$20.00 non-refundable fee, copies of birth certificate or naturalization papers, motor vehicle operators license, high school diploma or certified transcript, and college diploma or certified transcripts indicating the minimum of an associates degree or 60 credits (completed before application); or proof of 2 years continuous active military service; or 4 years of National Guard or Reserve duty service; or Certificate of graduation from a certified Police/Law Enforcement Academy.

2. *Agility Test-Held at the Coventry High School, 40 Reservoir Rd., Coventry, RI 02816. Candidates must bring a physicians note (dated within 30 days) certifying fitness to take the agility test.*

Date and Times of the test: ALL CANDIDATES WILL BE NOTIFIED BY MAIL AS TO THE EXACT DATE AND TIME OF THE AGILITY TEST.

Job related physical fitness assessment, which is age and gender adjusted. Test is the same that is mandated for entrance into the Rhode Island Municipal Police Academy. All phases must be satisfactorily completed with the decision being with the Cooper certified instructors.

NOTE: A valid photo ID will be required to check-in for the agility test.

3. *Written Examination-Held at Coventry Town Hall Annex, 1675 Flat River Road, Coventry, RI 02816.*

Date and Time: CANDIDATES WHO SUCCESSFULLY PASS THE PHYSICAL AGILITY TEST WILL BE NOTIFIED AS THE EXACT DATE AND TIME OF THE WRITTEN EXAMINATION.

A seventy percent (70%) score must be obtained to pass. The test is a knowledge type and is provided by an independent testing agency. Scoring is performed by Coventry Police Department authorized personnel.

A passing score on the written examination may make the candidate eligible for the next phase of testing.

Applicants who currently hold an active certification from the Rhode Island Police Officers Commission on Standards and Training are exempt form the written portion of this testing process.

NOTE: A valid photo ID will be required to check-in for the written examination.

4. *Oral Board and Interview-Three (3) to Five (5) sworn officers of the Coventry Police Department and a member of the Town Personnel Office will ask a series of questions. Questions may be based upon hypothetical situations or to clarify or expand upon information in the application or other data about the candidate. The Oral Board will consider candidate performance before the board, how questions are answered, as well as answers given. The questions are designed to elicit frank, truthful responses and not to test the candidates knowledge of police practices, legal procedures, or technical processes which the candidate is not expected to know, but rather to assess the candidates ability to understand, make decisions, reply truthfully, and other general characteristics which are acknowledged traits necessary for carrying out police responsibilities. They do measure a candidates ability to respond in an intelligent, confident, courteous manner and to show a candidates ability to communicate clearly and concisely. Consideration will also be given for the amount of education and/or experience.*
5. *A total score will be assigned to each candidate based upon the oral board interview. Each candidate passing all requirements up to this point will be notified by mail of their placement upon the eligibility list.*
6. *Background Check-A comprehensive background check will be done on the candidate.*
7. *As position openings occur-Final Chiefs Interview and Conditional Offer of Employment.*
Candidates remaining on the eligibility list may be scheduled for a final interview with the Chief of Police, or his designee. The candidate will be asked to fill out a supplemental application and to update any information which may have changed since the initial application. Qualified candidates will then be presented a Conditional Offer of Employment subject to their successful completion of the following steps.
8. *Physical/Medical Examination-Examination is to certify the general health of the candidate and is conducted in accordance with the standards set by the Rhode Island Police Officers Commission on Standards and Training by licensed physicians. The medical examination including drug screening.*
9. *Psychological Examination-Required in accordance with Rhode Island General Law prior to entrance in the Rhode Island Municipal Police Academy.*
10. *Rhode Island Municipal Police Academy-Must fulfill any and all pre-academy entrance requirements as set forth by the Rhode Island Police Officers Commission on Standards and Training. Must successfully complete all phases.*

11. *Probationary Period of One (1) Year-This includes a Field Training Officer Program which must be successfully completed, scheduled and special performance evaluations, remedial training, further examinations, and a continuation of the background investigation as needed. Probationary period may be extended if necessary and desirable as determined by the Chief of Police.*

12. *Appointment as a permanent police officer-At the end of the probationary period, successful candidates who have satisfied all previous steps will be sworn in as permanent police officers.*



**RHODE ISLAND DEPARTMENT OF PUBLIC SAFETY
Municipal Police Training Academy**

Community College of Rhode Island — Flanagan Campus
1762 Louisquisset Pike, Lincoln, RI 02865-4585
Telephone: (401) 722-5808 — Fax: (401) 722-3151

Colonel Steven G. O'Donnell
Commissioner, Department of Public Safety
Superintendent, Rhode Island State Police



Chief Anthony J. Silva
Executive Director
RI Municipal Police Academy

Current Physical Fitness Assessment

40th Percentile norms

1 Repetition Bench Press		Age<20	20-29	30-39	40-49	50-59
Male		1.09	.99	.88	.80	.71
Female		.58	.59	.53	.50	.44

Sit and Reach

1.5 Mile Run		Age<20	20-29	30-39	40-49	50-59
Male		16.5	16.5	15.5	14.3	13.3
Female		20.5	19.3	18.3	17.3	16.8

1.5 Mile Run

1 Minute Sit-up test		Age<20	20-29	30-39	40-49	50-59
Male		12:29	12:29	12:53	13:50	15:14
Female		15:05	15:05	15:56	17:11	19:10

1 Minute Sit-up test

300 Meter Run		Age<20	20-29	30-39	40-49	50-59
Male		41.0	38.0	35.0	29.0	24.0
Female		32.0	32.0	25.0	20.0	14.0

300 Meter Run

1 Minute Push-Up		Age<20	20-29	30-39	40-49	50-59
Male		29.0	24.0	18.0	13.0	10.0
Female		15.0	15.0	11.0	9.0	n/d

Adopted New Physical Fitness Assessment

1 Minute Push-Up

1.5 Mile Run-Aerobic Power		Age<20	20-29	30-39	40-49	50-59
Male		12:29	12:29	12:53	13:50	15:14
Female		15:05	15:05	15:56	17:11	19:10

1.5 Mile Run-Aerobic Power

1 Minute Sit-up test		Age<20	20-29	30-39	40-49	50-59
Male		41.0	38.0	35.0	29.0	24.0
Female		32.0	32.0	25.0	20.0	14.0

1 Minute Sit-up test

300 Meter Run		Age<20	20-29	30-39	40-49	50-59
Male		59.0	59.0	58.9	72.0	83.2
Female		71.0	71.0	79.0	94.0	n/d

300 Meter Run

1 Minute Push-Up		Age<20	20-29	30-39	40-49	50-59
Male		29.0	24.0	18.0	13.0	10.0
Female		15.0	15.0	11.0	9.0	n/d