

## RULES AND REGULATIONS

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## **SECTION 300 APPLICATION FOR EMPLOYMENT**

Every person desiring employment in the Providence Police Department will undergo a preliminary screening to determine if he or she meets the minimum qualifications for the position sought. Each applicant for a position shall produce for inspection, or furnish as required, such documents and certificates as may be needed to establish certain qualifications.

## **SECTION 301 APPOINTMENT OF PATROL OFFICER**

**301.1 AUTHORITY:** The appointment of members of the force is by law vested in the Commissioner of Public Safety.

**301.2 QUALIFICATIONS:** A candidate for appointment as a trainee must successfully meet the standards as set forth by the Commissioner of Public Safety. These standards may include various tests to determine the intellectual, physical and psychological ability of the candidate.

**301.3 MEDICAL AND PHYSICAL FITNESS TESTS:** Every applicant, prior to appointment, must meet the current standards established for the medical examination and the physical fitness tests. These standards are reviewed periodically and published by the Commissioner of Public Safety.

**301.4 APPOINTMENT OF PROBATIONARY PATROL OFFICER:** Upon appointment as a probationary patrol officer, every appointee shall swear the following oath:

“I, \_\_\_\_\_, do solemnly swear to uphold the Constitutions of the United States and the State of Rhode Island; that I will execute my duties as a (probationary patrolman) to the best of my ability: faithfully and impartially enforcing all ordinance; zealously guarding the constitutional rights of all persons; and promptly obeying the orders of the officers appointed over me; all in accordance with the Regulations of the Providence Police Department. So help me God!”

Probationary patrol officers may be separated from the force at any time during the probationary period of one year without trial or hearing when the Commissioner deems such separation to be for the good of the force.

**301.5 TRAINEES:** Applicants selected will undergo a schedule of training for a prescribed period of time. The training schedule shall be divided in such a manner as to provide for formal instruction, on the job training and final testing, to ascertain each candidate's abilities. Trainees who successfully complete the prescribed training may be appointed probationary patrol officers for one year.

**301.6 APPOINTMENT TO 3<sup>RD</sup> GRADE PATROL OFFICER:** After successful completion of probationary period, the Commissioner may appoint probationary patrol officers to permanent status in the department.

## **SECTION 302 ASSIGNMENTS, DETAILS AND TRANSFERS**

**302.1 AUTHORITY:** Transfer, duty or detail assignment of members or employees of the department shall be made by the Commissioner of Public Safety or by the Chief of Police with the approval of the Commissioner, except, that in emergencies precluding such approval, the Chief may detail a member or employee to any proper duty. In such case, the Chief shall immediately submit a written report of his action to the Commissioner.

**302.2 DUTY BEYOND CITY LIMITS:** Upon the application of the proper authorities of another community, the Chief of Police may detail members of the force to perform duties beyond the limits of the City of Providence in order to assist said community to suppress disorder or preserve the peace.

## **SECTION 303 PROMOTIONS**

**303.1 AUTHORITY:** The promotion of members of the department is vested in the Commissioner of Public Safety.

**303.2 POLICY:** The people of Providence have a basic right to the best possible police protection, under the best possible leadership. Every member of the police force has a fundamental right to equal opportunity to every other member in demonstrating his ability for leadership. Any promotion policy worthy of the same must ensure, as far as is humanly possible, that the best qualified person be promoted to superior rank. This means that character, ability, performance, aptitude and depth of experience must determine who is to be promoted. To ensure that every worthwhile police officer is afforded that opportunity, everyone must be informed about, and thoroughly understand, the requirements for promotion well in advance of the announced promotion dates.

**303.3 ELIGIBLE LIST:** Selection of candidates for promotion shall take place as needed. The names of successful candidates shall be placed on an eligible list

and promoted in the order of their final standing in the qualifying procedures. Eligibility shall stand for whatever period is designated by General Order for each list. An eligible list for promotion to any given rank shall terminate on the date of issuance of a General Order announcing the start of procedures for the creation of a new eligible list for promotion to that specific rank.

**303.4 GENERAL REQUIREMENTS:** Candidates for promotion must have served in their present grades for the periods agreed to in the collective bargaining agreement between the City of Providence and the Fraternal Order of Police Lodge # 3.