



Amending the Hiring Procedures for Law Enforcement Ordinance
Sponsored by Council President Jessica Vega and Councilperson Meaghan Levasseur

BE IT ORDAINED that the City of Central Falls amends Chapter 22 "Law Enforcement," Article II "Police Division," as follows:

SECTION ONE: Chapter 22 "Law Enforcement," Article II "Police Division," is hereby amended as follows:

Sec. 22-20. - Hiring procedures.

(a) *Legislative findings.*

- (1) It is the policy of the city to provide high-quality police service to our community. Quality policing is provided by professional, well-trained individuals working together. Selecting the best people to be our community's police is essential to the make-up of the police department and the fundamental aim of a recruiting program. A proactive, positive approach to police recruiting is necessary to attract quality applicant's representative of the demographics of the city. Recruiting is conducted when needed to maintain service strength.
- (2) It is the policy of the city to identify and employ the best-qualified individuals to perform the tasks and functions of the police department without regard to race, color, religion, sex, age, national origin, ancestry, sexual orientation, gender identity or expression, socioeconomic status or mental, physical, developmental, or sensory disability. The department prohibits discrimination against any person in recruitment, appointment, training, promotion, retention, discipline, or any other aspect of personnel administration for reasons of political or religious opinions, affiliations, or because of race, color, national origin, physical disability or age, except where specific age or physical requirements constitute a bonafide occupational qualification necessary to properly and efficiently perform the functions of the job.
- (3) It is the policy of the city to actively encourage women and traditionally under-represented populations to apply for employment in all positions within the police department. All persons should have equal opportunities in recruitment, selection, appointment, promotion, training, discipline and related areas.

- (b) The director of human resources shall advertise through statewide printed media and the subsequent methods of community outreach that applications are being accepted for the position of police officer grade II. Notice will be given to applicants of the time and place where competitive exams will be held.

- (1) Applications will be made available online to create better accessibility for potential candidates.
 - (2) Demographically under-represented and female officers will be depicted in the law enforcement role in department publications whenever possible to encourage potential female and demographically under-represented candidates.
 - (3) Female officers or officers who are demographically under-represented within the department, whenever possible, will actively encourage recruitment of potential candidates.
 - (4) The police department will participate in information sessions, and career fairs to encourage potential candidates, when possible utilizing female and demographically under-represented officers.
 - (5) The police department will build upon relationships with high schools, colleges, and universities to attract potential candidates.
 - (6) The police department will work with groups in the community representing the community's diversity to build relationships and encourage potential candidates.
 - (7) Advertising will be formatted in all languages that are spoken by at least ten percent of city residents as determined by the United States Census Bureau.
 - (8) Advertising will include print, web and radio broadcasts on local media outlets.
 - (9) Advertising will be distributed to local area businesses in targeted areas of the city.
- (c) All statements of police officer applicants relative to eligibility are subject to verification by authentic proof thereof, and applicants shall authorize the director of human resources to make legitimate investigations as to residency, citizenship, education and/or evidence of eligibility.
- (d) Any person who has ever been convicted of a crime or has been placed on a term of probation, or has received a deferred sentence, or a filing after entering a plea constituting an admission to a complaint, information or indictment may be ineligible for appointment to the police department.
- (e) No person shall be appointed unless they are a citizen of the United States. All applicants must be high school graduates or have received a G.E.D. certificate and have an associate degree or 30 60 or more college or junior college credits from a regionally accredited educational institution. An exception may be made to the requirement of an associate degree or 30 60 or more college or junior college credits if an applicant has completed their enlistment period and has been honorably discharged from the U.S. Armed Forces or can document a minimum of one year fulltime service in the field of law enforcement.
- (f) No applicant for the position of police officer may be younger than 20 48 years of age on the date of application.
- (g) An applicant's eligibility for the position of police officer grade II shall be established by the following criteria:
- (1) The human resources department shall make available an application form which prospective candidates must complete without the aid or assistance of any other person. Statements that are materially false shall result in disqualification or if discovered after appointment shall be cause for dismissal.

- (2) Applicants shall be examined by their physician to determine their ability to perform a physical fitness exam without substantial risk of injury. Results of such examination shall be forwarded to the city on a form supplied by the city.
- (3) A physical fitness exam shall be required of all applicants. This exam shall be consistent with the state municipal police training academy standards. The physical fitness requirements shall be conducted by the police department with the assistance of one or more certified physical fitness specialists selected from a list provided by the state municipal police training academy. Each candidate participating shall be scored on a pass/fail basis for each of the required activities.
- (4) Candidates who have passed the physical examination shall be required to take a written examination. Such examination shall be prepared and scored by an independent examination service selected by the director of human resources. The maximum score for the written examination shall be 40, provided that an additional four points shall be awarded for those who have established documented legal residency in the city for at least one year prior to application to the department, an additional two points shall be awarded for any veteran honorably discharged from the U.S. Armed Forces, and an additional four points shall be awarded for any person fluent in any second language as spoken by at least ten percent of city residents as determined by the United States Census Bureau for a final, total maximum score for the written examination of 50.
- (5) An oral examination is to be given to the top 25 scores on the written examination by a four member board consisting of the following, or his or her designee: the public safety director, the chief/colonel of the police department, the director of human resources and a woman or demographically under-represented police officer from the city police department as designated by the police union of the city. The oral examination shall be recorded on video. The oral examination shall consist of questions designed to test past experience, personality, alertness, confidence, qualifications, diversity awareness, professional bearing, and judgment of the applicant. The members of the board are required to evaluate the applicant on a zero to ten point system for each of the ten interview questions. At no time may any two board members scoring be more than two points apart per question. The candidate's total score for the oral examination shall be computed by dividing the combined scores of the examiners by eight. The maximum score for the oral examination shall be 50.
- (6) Candidates who attain the highest combined total scores under subsections (4) through (5) of this section shall be placed on the eligibility list numerically.
- (7) At the discretion of the chief of the police department, candidates on the eligibility list may be afforded a physical examination by the city physician or a physician appointed by the city, and will be required to undergo psychological testing and a comprehensive background investigation. If any of the candidates fail to qualify physically or psychologically or as a result of their background investigation, as determined by the director of public safety, they shall be ineligible for referral to the personnel board for hiring and removed from the eligibility list. The next qualified candidate, at the discretion of the chief of the police department, shall be selected for the physical and psychological examinations and a background investigation. After the required number of candidates have been determined to pass the physical and psychological examinations and background investigation, the chief of the police department shall make a recommendation of hiring

from the candidates who are ranked one, two or three to the personnel board who shall make the appointment to the police department from the eligibility list.

- (8) The eligibility list shall be valid for a maximum of two years from the date of the personnel board's decision, unless the director of public safety grants a six-month extension, and shall extinguish sooner upon no qualified candidates remaining on the list.
- (h) Notwithstanding any other provision of this chapter, the director of public safety shall have the authority to establish a procedure for the hiring of a lateral transfer applicant, defined as a police officer in good standing, with at least three years experience.

SECTION TWO: This ordinance shall be effective January 4, 2021.

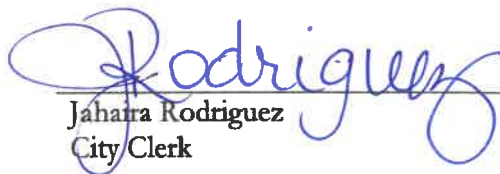
Introduction: February 17, 2021

First Reading/First Passage: March 8, 2021

Second Reading/Second Passage: April 12, 2021



Maria Rivera
Mayor



Jahaira Rodriguez
City Clerk