

Physical Agility Test

The physical agility test measures the candidates speed, endurance, strength, flexibility and agility.

Oral Interview

The candidates who achieve a passing score on the written exam and physical agility test will be contacted to participate in an oral interview. Each candidate is rated on the following traits: appearance, manner and bearing, motivation, oral expression, and judgment.

Eligibility Roster

Each of the top candidates will receive a composite score consisting of the written examination score and the oral interview. Bonus points will be added for education and police officer certification. Candidates will be ranked based upon composite scores and then added to the eligibility roster from which all appointments are made. If the City feels there are no remaining qualified candidates on the eligibility roster, the City may terminate the roster at any time.

Background Investigation and Polygraph Exam

A background investigation and polygraph exam are conducted on each candidate on the eligibility roster on an as-needed basis. A candidate may be disqualified from the eligibility roster if the background investigation or polygraph exam reveals negative information pertaining to the character or conduct of the candidate.

Appointment

When a position becomes available, the Chief of Police will interview the three highest rated candidates and may recommend one to fill the vacancy. The Chief's recommendation will be approved or declined by the City Manager. The probationary appointment is contingent on a favorable psychological evaluation of the



candidate and a positive assessment of the candidate's medical condition as determined by a pre-employment physical examination. There is a 12-month probation period after completing academy training.

Selection Policy

It is the policy of the City of Newark to foster, maintain, and promote equal opportunity to all persons. The City shall select employees on the basis of the applicant's qualifications without regard to age, sex, race, color, religion, national origin, marital status, or physical or mental disability (except when age or disability is a bona fide occupational qualification).

The City of Newark seeks to select police officers from as broad a field of applicants as possible in order to obtain the most qualified and competent candidates. The selection of candidates is based on valid, applicable, and job-related qualification criteria.

How to Apply



<https://joinnewarkpd.com>

For further information, please contact:

(302) 366-7100 x. 3499

policerecruiting@newark.de.us



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PROTECT AND SERVE



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Committed to Service Excellence

Critical Attributes of Police Officers

The City of Newark seeks police officer applicants that will embody the Department's values of Life, Integrity, Professionalism and Service. The applicant must be highly motivated, honest, compassionate, possess common sense, and exercise good judgment. Police officers are expected to follow orders, assume a great deal of responsibility, act independently, endure stress, function while exposed to danger, communicate effectively, give credible testimony, combine their physical and mental resources, and maintain a professional, self-assured demeanor at all times.

Finally, the City seeks police officer applicants who will continue our tradition of loyalty, honesty, and good moral character. All City employees and officials must abide by the City's Code of Ethics in order to maintain the highest standards of morality and to instill public confidence in the integrity of government.

Duties and Responsibilities of a Police Officer

City of Newark police officers are required to perform a wide range of duties related to law enforcement, including:

- Patrol activities
- Conducting investigations & field interrogations
- Directing traffic
- Responding to complaints
- Initiating arrests

Specialized assignments include:

- Criminal Investigations
- Traffic
- K9
- SWAT
- Drug Unit
- Street Crimes



Minimum Standards

Before filing an application, each applicant for police officer must meet the following minimum standards:

- Be at least twenty-one (21) years of age at the time of appointment.
- Must be a United States citizen.
- Have an Associate's Degree or have satisfactorily completed half of the requirements for a Bachelor's Degree from an accredited institution, or 30 credits with prior military service. Minimum military service means 2+ years of service to a commitment. Commitment means 3+ years active or 6+ years Reserve/Guard.
 - College requirements can be waived for certified police officers.
- A current valid driver's license with at least one year of driving experience prior to application and no suspensions or revocations within the last three years prior to application.
- No felony convictions.
- Physical Requirements:
 - ▶ Visual acuity of 20/20; corrected vision ok.
 - ▶ Normal color vision, night vision, and peripheral vision.
 - ▶ Normal directional, volume, and frequency levels of hearing.
 - ▶ No major impediment of the senses.
 - ▶ No physical limitations that would be detrimental to the proper performance of police duties.
 - ▶ The physical abilities as necessary to perform the duties of the position.

Salary and Benefits

- Starting salary: \$70,000 as of May, 2024
- Health Insurance (No cost for employee only coverage)
- Dental Insurance (No cost for employee only coverage)
- Life Insurance (Up to \$150,000 no cost to employee)
- Long-Term Disability Insurance
- Paid vacation, holidays, and sick leave
- Pension plan (20-year retirement)
- Retirement Health Savings Plan
- Take Home Vehicle
- Tax-Deferred Savings Plan
- All uniforms and equipment, plus an annual cash cleaning allowance
- College Education Assistance and annual stipend

Recruitment

Application Period

Recruitment for Newark Police Officers is on a continuous basis. Applications are accepted all year and written testing is offered weekly. Only applicants who meet the minimum qualification standards and have successfully completed each phase of the selection process will be placed on the eligibility roster.

Application Procedure

During the recruitment period, you may apply online at <https://joinnewarkpd.com>.

Selection Process

The most qualified applicants are invited to compete in a job-related and competitive selection process. Each applicant must successfully complete the minimum requirements of each phase of the selection process to remain eligible. Applicants failing to complete a phase of the selection process are eliminated from further consideration and notified by e-mail. The following are the phases of the selection process:

Written Examination

The written examination is a validated, standardized entry level test for a police officer. A minimum passing score must be obtained.