

Newington Police Department Employment FAQ

Getting Hired:

Do I need to take a written test to be hired as an officer?

If a non-certified officer, yes. The Newington Police Department has its own written test. The test consists of a handwritten one-page essay, followed by a multiple-choice test.

Are there any age restrictions for new officers?

Candidates must be at least 21 years old prior to swearing in as a police officer for the Town of Newington. That is the only age requirement.

Is there an educational requirement?

You need to have a High School diploma or GED, but higher education is preferable.

I have a college degree, but it is not in Criminal Justice, can I be hired?

Yes, we encourage all our officers to pursue further education. Having a major other than Criminal Justice can just make someone more well-rounded. The Newington Police Department also has an educational stipend. If you have an Associates, Bachelors, Master, etc., you get an extra check once a year.

Do you accept lateral transfers from other agencies?

Yes, we encourage it. People who have worked for another police agency should complete the application. If you were/are certified in NH or any other state that shares reciprocity, portions of the hiring process can be waived, to include, the police academy. If you come from another state that NH recognizes as far as a police academy, you may be able to test out of the academy or attend a shortened version of the academy, also known as the "Law Package."

How do I apply?

Click on "Apply Now" on the side of the screen and complete the online application. Fill in the boxes then hit "Submit," it is that easy! Once the application has been submitted, the Chief or Captain will reach out to you the next business day to schedule a time for you to come in and take a tour and/or a short ride along with an officer. When you come in, please bring your resume and cover letter.

How long does the hiring process take?

It depends on if you are a certified police officer or not. If not, it depends on how responsive you are. It can take up to a couple months or more from start to finish.

What are the physical requirements for the physical fitness test?

The standards fluctuate by gender and by age, we encourage you to visit the New Hampshire Police Standards and Training Council website and review the fitness standards for your appropriate category under the 35th percentile of the Cooper Aerobics Institute standards. No matter what category you fall under, the test consists of the 1.5-mile run, push-ups, and sit-ups (1 minute).

Benefits, Salary, and Retirement:

What is the salary range for new officers?

For a brand-new uncertified officer, you will start at \$28.70 per hour (\$59,701.82 annually). With chances for over-time and details. If you are applying as an officer with experience, depending on your experience can determine if you start at a higher rate.

What are the vacation, sick days, and holiday benefits?

Officers with 0-3 years working here earn up to 12 annual leave days off a year. The vacation days, you can carry over each year. Every officer receives 8 sick days a year. If you have sick days still available by the end of the year, the town buys back the sick days at a certain rate. Newington Police Officers currently receive 11 paid holidays per year.

Will I make more money if I have a college degree?

Yes! The Newington Police Department has an educational incentive program. Officers with applicable degrees earn the following amounts in one lump sum once a year:

Associate's degree: \$750.00

Bachelor's Degree: \$1200.00

Master's Degree: \$1500.00

What Health and Dental Insurance is offered?

The Town of Newington uses Anthem Blue Cross. The employees pay 12% out of pocket, which is deducted out of their paychecks and the town pays the rest. Dental insurance is through Northeast Delta Dental and is covered 100% by the town! If you have health insurance through another source, you will receive a payout of 33% of the annual cost of your plan. Those payments will be once every 3 months.

What is the retirement system?

Officers are offered retirement through the New Hampshire State Retirement System Group II benefits!

What other benefits does the Newington Police Department have?

1. If you are a military member who is currently serving as a reservist/guard member or has honorably served and earned the title of Veteran, the Newington Police Department values your commitment and dedication, and you will receive an extra \$500.00 a year. That payment is one lump sum received once a year.
2. The Newington Police Department provides \$1,000.00 a year for a uniform allowance, to maintain a clean and professional uniform. Those payments are given out at \$500.00 increments twice a year. *Note: you will not receive this stipend your first year, as your uniforms will be brand new and purchased by the department.
3. Once a year, if you have accrued over 144 hours of annual leave and don't plan on taking it, the town will buy back up to 96 hours of leave at whatever your hourly rate is.

Police Academy:**How long is the police academy?**

The New Hampshire Police Academy is currently 16 weeks.

What is the academy schedule?

The academy is in session during the daytime Monday-Friday (Holidays off), with lunch provided.

Do I have to sleep at the academy?

No. Depending on the distance of your drive, if you wish to do so, for your convenience staying there is an option.

Do I have to pay for the academy?

No. We cover all costs to include the equipment.

Do I get paid while I attend the academy?

Yes. You will be a full-time employee of the Town of Newington and will get full pay and benefits.

Field Training:

What is field training?

Field Training is on-the-job training that occurs as soon as you are sworn in. You will be paired with an experienced officer who will train you, so you are prepared to function as a solo officer.

How long is field training?

It depends on your experience, for new officers, it is typically 12 weeks.

Working:

What hours will I have to work?

We currently have 3 patrol shifts. A day shift, evening shift, and midnight shift. We currently work a 3 on 4 off / 4 on 3 off schedule.

What kind of specialty units are there?

1. The Newington Police Department is part of the regional SWAT Team known as the Seacoast Emergency Response Team (SERT).
2. We are also a part of the Rockingham County Sheriff's Office Drug Task Force.
3. The Newington Police Department currently has an explosive detection K9.
4. Business Liaison Officer.
5. Every two years, a patrol officer cycles through the detective's office.
6. Other specialty assignments that officers work are: Field Training Officer, Firearms Instructor, Defensive Tactics Instructor, Oleoresin Capsicum (O.C.) Instructor, Physical Fitness Instructor, Defensive Driving Instructor, Advanced Roadside Impaired Driving Enforcement (A.R.I.D.E.), Background Investigator, Evidence Technician, Vehicle Maintenance Officer, and more.

***Along with the many specialty units, every year, each officer is given the opportunity to sign up for Law Enforcement training of their choice. These trainings are meant to be not only for the benefit of the Department but also the benefit of the officer and where they would like their career to go.**