

CITY OF NORWICH ANNOUNCES

Police Officer – Continuous Recruitment

**Civil Service Exam held in the City of Norwich.
(Open Competitive)**

<u>Exam Date</u>	<u>Exam Number</u>	<u>Application Fee</u>	<u>Application Deadline</u>
September 20, 2025	60036060	\$20.00 for City Residents \$25.00 for non-residents	August 14, 2025

*The non-refundable Application and Administrative Fee must be submitted at time of application.

A “fee waiver” is available to candidates who meet the requirements.

It is the applicant’s responsibility to clearly show that they meet the minimum qualifications for the position.

Salary: \$63,095.76

Vacancy: This examination is being held to establish an Eligible List to fill all future Full-time vacancies in this title, which may occur during the life of the Eligible List. An eligible may receive only one Permanent appointment from the Eligible List. Once appointed, there will be a probation period of 8-52 weeks based on performance of duties.

Residency Requirements: Candidates must be legal residents in the State of New York for at least one month immediately preceding the date of the written test. Preference in certification for appointment may be given to successful candidates who have been residents of the municipality in which the appointment is to be made for at least one month immediately preceding the date of the written examination. Candidates must meet residency requirements as stated in Public Officers Law, Union Contract, and local laws that are in effect at the time of appointment.

Continuous Recruitment/Eligible Lists: This examination is being held on a continuous recruitment basis. The written exam will be held periodically. Candidates who meet the qualifications and pass the exam will have their name placed on the eligible list in the order of final scores, regardless of the date on which they filed or took the exam. Generally, the names of qualified candidates will remain on the eligible list for 4 years. This civil service agency or the Department of Civil Service reserves the right to terminate this special program.

Opportunity for Review of Exam Scoring - As provided for in Model Rules X – Examinations: Examinations held on a continuous recruitment basis are not subject to computational reviews, pre-rating reviews or post-list reviews since candidates have an opportunity to re-test.

This written exam was prepared and rated in accordance with Section 23(2) of the Civil Service Law. The provisions of the New York State Civil Service Law, rules and regulations dealing with the preparation and scoring of examination apply to this test.

Duties: A Police Officer is responsible for the enforcement of laws, ordinances, and protection of lives and property in an assigned area during a specified period. Does related work as required.

Minimum Qualifications: Graduation from high school or possession of a high school equivalency diploma or an Armed Forces GED.

SPECIAL REQUIREMENTS:

Candidates must be at least 19 years of age on or before (examination date) to be admitted to the written test.** Eligibility for appointment as a police officer begins when the candidate reaches age 20. Candidates who reach their 43rd birthday on or before the date of the written examination (9/20/25) are not qualified except as follows:*

Candidates may have a period of military duty or terminal leave up to seven years, as defined in Section 243 (10-a) of the Military Law, deducted from their age for the purpose of meeting the age requirement.

*Effective 9/1/25, Section 58.1(a) of the Civil Service Law requires that applicants not be “more than forty-three years of age as of the date when the applicant takes the written examination...” Candidates who may be impacted by the maximum age requirement and who are requesting an alternate test date are advised to contact the local civil service agency to discuss their request.

****Anticipated Eligibility – Age and Educational Requirements:**

According to Civil Service Law, section 54 which became effective September 4, 2024, applicants who are within 12 months of meeting the minimum age requirement may take the civil service exam but will be restricted from certification until such a time that the minimum age requirement is met.

Citizenship: United States Citizenship is required at time of appointment. It is not necessary for admission to the examination.

Driver’s License: Candidates must possess a valid New York State Operator’s license at time of appointment.

PHYSICAL AND MEDICAL TESTS: The current Medical and Physical Fitness Standards of the Municipal Police Training Council (MPTC). It should be noted that in addition to the written examination, an assessment of an individual’s physical fitness will be made.

- a. Candidates who achieve a passing score on the written test will be required to pass a qualifying physical agility test established by the Municipal Police Training Council (MPTC)
- b. Candidates offered the position of Police Officer will be required to pass the medical standards established by the MPTC and a psychological screening examination will be required prior to appointment
- c. Failure of any one of the above qualifying tests will bar a candidate from appointment
- d. **NO-RETEST POLICY:** Candidates who must pass qualifying physical, medical, and psychological examinations will only be examined once. Failure on any part of a qualifying examination will render the candidate ineligible for certification and appointment from the eligible list. Candidates will be required to retake the written examination prior to taking another qualifying examination. There will be no retesting for drug screenings, physical agility, medical or psychological examinations required for any Civil Service examinations and/or appointments.

BACKGROUND INVESTIGATION: Applicants will be subject to a pre-employment background investigation and a criminal record search. Conviction of a felony will bar appointment. Conviction of a misdemeanor or other violation of law may bar appointment. A person adjudicated as a youthful offender may be disqualified for appointment. Because of the nature of this position, successful candidates will undergo a thorough investigative screening to determine suitability for appointment as a Police Officer.

Candidates should also be aware that an offer of employment as a Police Officer may be contingent on participation in and passing of a substance abuse test and thereafter may be required to participate in such testing on a periodic basis during the twelve (12) month probationary period after appointment. Evidence of substance abuse may lead to disqualification from appointment or termination from employment.

Failure to meet the standards set for the investigative screening may result in disqualification. Prior to an offer of employment each candidate will be fingerprinted.

SPECIAL REQUIREMENT FOR PERMANENT APPOINTMENT: Successful completion of the Municipal Police Training Council's Police Officer Basic Training Course.

NOTES: Prior to appointment, you will be required to show proof of the following documents:

- High School Diploma or GED
- Birth Certificate
- Social Security Card
- Current, valid N.Y.S. Driver's License
- Citizenship certificate (if you are a naturalized U.S. Citizen)

Important Information about the Professional Policing Act of 2021

Under the provisions of the Professional Policing Act of 2021, New York State Title 9 NYCRR Part 6000 and Title 9 NYCRR Part 6056 were amended to prescribe minimum training, background, and character standards for appointment of persons to police officer positions. Under the provisions of Part 6000 and Part 6056, applicants may be determined to lack good moral character if:

1. You were previously appointed as a police officer in New York State, were removed from said employment for cause, had your training certificate permanently invalidated by the NYS Division of Criminal Justice Services and are listed on their decertification index;(link)
2. You are listed on the National Decertification Index after having been decertified as a police officer in any state other than New York State;
3. Within 3 years from the date of application, you:
 - a. Engaged in criminal activity, whether criminally charged or prosecuted, regardless of where the act took place, if said conduct would constitute an offense in New York, which is defined as:
 - (i)Any felony offense;
 - (ii) Any sex offense or sexually violent offense as defined in article 6C of the Correction Law;
 - (iii) All serious offenses defined in subdivision 17 of section 265 of the Penal Law;
 - (iv) Crimes involving official misconduct and obstruction of public servants as defined in article 195 of the Penal Law; crimes involving bribery of a public servant as defined in article 200 of the Penal Law; crimes involving perjury as defined in article 210 of the Penal Law; and/or crimes relating to judicial proceedings as defined in article 215 of the Penal Law;
 - (v) Crimes involving forgery as defined in article 170 of the Penal Law; crimes involving false written statements as defined in article 175 of the Penal Law; crimes involving fraud as defined in article 190 of the Penal Law;
 - (vi) Crimes involving assault and menacing as defined in article 120 of the Penal Law; crimes involving obscenity as defined in article 235 of the Penal Law; crimes against public sensibilities as defined in article 245 of the Penal Law; or crimes against public order as defined in article 240 of the Penal Law.
4. Engaged in the unlawful use of any controlled substances.
5. Made false statement(s) or engaged in conduct that subverts or attempts to subvert the police employment application process.
6. Received a dishonorable discharge from any of the Armed Forces of the United States which has not been adjusted under the terms of the New York State Restoration of Honor Act.

Subjects of examination:

Situational Judgment: These questions test for the ability to identify appropriate and effective responses to work-related challenges. You will be presented with scenarios that reflect the types of challenges one could encounter in a work environment. Each scenario will be followed by several responses to the scenario. You must rate the effectiveness of each response.

Language Fluency: These questions test for the ability to read, understand, and present a clear and accurate summary of information. For some questions, you will be given a brief reading passage followed by four statements, each summarizing the information. You must then choose the best version. For other questions, you will be given several sentences, one of which contains a spelling, grammatical, or punctuation error. You must then select the line that contains the error.

Information Ordering and Language Sequencing: These questions test for the ability to properly identify the sequence or order of events, or to organize information to fit a timeline. You will be given a brief reading passage followed by one or more questions. You must identify the proper sequence of events in order to answer one or more questions.

Problem Sensitivity and Reasoning: These questions test for the ability to apply information and to identify a problem or potential problem. For some questions, you will be given information in the form of policies, rules, regulations, or laws, which will be followed by a situation. You must then identify the problem and apply the information to select the best course of action to take. For other questions, you will be given a scenario and mock witness statements. You must use this information to answer one or more questions about the scenario.

Selective Attention: These questions test for the ability to focus on completing a task and to pay attention to important details while performing repetitive and monotonous tasks. You will be presented with a series of letters, symbols, and/or numbers. You must select the choice that contains the series of letters, symbols, and/or number that matches exactly.

Visualization: These questions test for the ability to imagine how something will look when it is moved around or when its parts are changed, moved, or rearranged. You will be presented with an image of a face followed by four images of faces. Each face is disguised or altered in some way. Three of the images have a difference in facial structure or facial features. You must select the choice that contains the image with the identical facial structure and facial features.

Spatial Orientation: These questions test for the ability to understand how to navigate within spaces or how to get from one point to another. You will be provided with a map followed by one or more questions. You must imagine yourself at a certain location and orient yourself to the direction in which you would move to get to another location by the shortest (least distance) route.

P.E.R.C. STATEMENT: The rating key for this examination will be established by the New York State Civil Service Commission prior to the date of the test, upon recommendation of a committee of police experts who will review all the questions for appropriateness and the key answers for correctness. There will be no review of the questions by candidates. This committee was selected with the assistance and endorsement of the Police Conference of New York, Inc., the New York State Association of Police Benevolent Associations, Inc., and the New York State Association of Chiefs of Police, Inc.

Study Guide: A Guide for the Written Test for Entry-Level Law Enforcement Officer is available at the New York State website: <https://www.cs.ny.gov/testing/testguides.cfm>. Candidates not having access to a computer, or the internet may request copy of the test guide from the municipal civil service office.

****PHYSICAL FITNESS SCREENING TEST:** (As mandated by the New York State Municipal Police Training Council)

Test Components/Stations:

Candidates will go from Stations I through III in order. Each station is pass/fail. Candidates must pass each station in order to proceed to the next station. Candidates will be allowed up to three minutes' rest between stations. Once a station is started, it must be completed according to protocol. See the following chart.

Station I	Sit-up - Candidate lays flat on the back, knees bent, heels flat on the floor, fingers interlaced behind the head. Monitor holds the feet down firmly. In the up position, the candidate should touch elbows to knees and return with shoulder blades touching floor. To pass this component, the candidate must complete the requisite number of correct sit-ups in one minute.
Station II	Push-Up - This test measures muscular endurance of the upper body (anterior deltoid, pectoralis major, triceps). The hands are placed slightly wider than shoulder width apart, with fingers pointing forward. The monitor places one fist on the floor below the candidate's chest. If a male monitor is testing a female, a 3-inch sponge should be placed under the sternum to substitute for the fist. Starting from the

up position (elbows extended), the candidate must keep the back straight at all times and lower the body to the floor until the chest touches the monitor's fist. The candidate then returns to the up position. This is one repetition.

The candidate's score will consist of the number of correct repetitions performed without break (i.e. failing to extend the elbows, one or both knees touching the floor, hitting the floor, remaining on the floor, stopping).

Station III

Mile Run - Candidate must be successful on Stations I and II in order to participate in Station III. It will be administered over a course of 1.5 miles. Candidate will be informed of his/her lap time during the test.

Scoring Chart

Age/Sex		<u>Test</u>	
Male	Sit Up	Push-Up	1.5 Mile Run
20-29	38	29	12:38
30-39	35	24	12:58
40-49	29	18	13:50
Female			
20-29	32	15	14:50
30-39	25	11	15:43
40-49	20	9	16:31

Should a candidate take the Physical Fitness Screening Test and receive a failing grade, the candidate's name will be removed from the eligible list for the life of the list. Should a candidate take the Physical Fitness Screening Test and receive a passing grade, that grade is effective for two years. Candidates must retake the Screening Test in order to be appointed beyond the two-year point.

Physical Fitness Screening Test results from other civil service jurisdictions may not be accepted for purposes of appointment.

Applications and further information may be obtained by visiting the City of Norwich Department of Human Resources website at <https://www.norwichnewyork.net/government/human-resources.php>.

It is the candidate's responsibility to keep their contact information (email address, phone number & USPS mailing address) current. To be considered for preference in certification based on residency, you must include the city you live in.

If candidate **fails to receive an admission letter** at least seven days prior to the examination date, you should contact the Department of Human Resources directly.

Most written tests are held on Saturdays. If you cannot take the test on the announced test date due to a conflict with a religious observance or practice, check the box under **"Religious Accommodation"**. We will make arrangements for you to take the test on a difference date (usually the following business day).

Disabled persons: If special arrangements for testing are required, indicate this on your applications form.

CROSSFILER: Applying for Civil Service Examinations in Multiple Agencies When the Exams are Scheduled on Same Date: If you have applied to take a written test for other local jurisdictions (county, town, city) scheduled on the same test date as this written test, you must notify each of the local jurisdictions no later than **two weeks** before the test date of the test site at which you wish to take your examination, so they can make arrangements for taking all tests at one test site. All examinations for positions in State government will be held at a State Examination center. You must provide a list of all exam titles, numbers and locations for which you have applied.

*The required **NON-REFUNDABLE application and administrative fees** must be submitted at time of application. If your application is disapproved, the fees will not be returned to you. Do not send cash. If you are approved and do not appear for the examination, you forfeit the fees as no refunds will be made. In accordance with Civil Service Law, Section 50.5(b) an exception to the fee requirements will be made only for persons who are unemployed and primarily responsible for the support of a household or who are receiving public assistance. The Fee Waiver Form can be at the City of Norwich, One City Plaza Norwich NY 13815 or online at <https://www.norwichnewyork.net/pdfs/Civil-Service-Fee-Waiver.pdf>.

Special requirement for appointment in school districts or BOCES: Per Chapter 180 of the Laws of 2000, and by regulations of the Commissioner of Education, to be employed in a position designated by a School District or BOCES as involving direct contact with students, a clearance for employment from the State Education Department is required.

In conformation with Section 85-a of the Civil Service Law, **children of firefighters and police officers killed in the line of duty** shall be entitled to receive an additional ten points in a competitive examination for original appointment in the same municipality in which his or her parent has served. If you are qualified to participate in this examination and are a child of a firefighter or police officer killed in the line of duty in this municipality, please inform this office of this matter when you submit your application for examination. A candidate claiming such credit has a minimum of two months from the application deadline to provide the necessary documentation to verify additional credit eligibility. However, no credit may be added after the eligible list has been established.

Any member of the **Armed Forces** of the United States of America, who having duly filed an application to compete in a scheduled competitive examination for Civil Service employment by the State of New York or any of its subdivisions and who due to active military duty is deprived of the opportunity to compete in such examination shall be provided with an opportunity to compete, under terms and conditions deemed appropriate by the State Department of Civil Service or Municipal Commission, by way of a special military make-up examination.

Evaluation of foreign post-secondary education: Your degree and/or college credit must have been awarded by a regionally accredited college or university or one recognized by the New York State Education Department as following acceptable educational practices. If your degree and/or college credit was awarded by an educational institution outside of the United States and its territories, you must provide independent verification of equivalency. You can write to this Department for a list of acceptable companies providing this service, you must pay the required evaluation fee.

Public Service Loan Forgiveness Program (PSLFP) – The PSLFP Program is intended to encourage individuals to enter and continue to work full-time in public service jobs. Under this program, you may qualify for forgiveness of the remaining balance on your (Direct Loan) loans after you have made 120 qualifying payments on those loans while employed full-time by certain public service employers. For more information about this program go to: <https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service>

The City of Norwich is an **Equal Opportunity Employer** and, as such, offers equal opportunities for all qualified applicants with no discrimination as to age, race, color, creed, sex, national origin, sexual orientation, military status, predisposing genetic characteristics, marital status, domestic violence victim status or disabilities and in certain circumstances pursuant to Executive Law 295, conviction record. Any person with a disability requesting reasonable accommodations in order to participate in examinations will be accommodated.

This examination is announced and will be rated in accordance with Section 23-2 of the Civil Service Law. The provisions of the New York State Civil Service Law and Rules and Regulations dealing with the rating of examinations will apply to this examination.

Posted: 6/26/2025