

Thornton Police Department

Application Process

All applications must be submitted through www.PoliceApp.com/ThorntonNH

MEN and WOMEN who meet the qualifications may compete in the exam process.

Directions:

1. Complete the Town of Thornton Police Department Application (See www.PoliceApp.com/ThorntonNH to apply online

Automatic Disqualifiers for Employment

- Used marijuana within 12 months.
- Illegally used a controlled substance, other than marijuana, within 36 months; unless the applicant was under 21 years of age at the time of use, in which case 24 months shall apply.
- Manufactured, transported for sale, or sold a controlled substance.
- Used a controlled substance while employed in a law enforcement capacity.
- Been dishonorably discharged from military service.
- Been convicted of a felony.
- Been convicted of a misdemeanor involving dishonesty, unlawful sexual conduct, physical violence, controlled substances, moral turpitude, or any offense that would cause a reasonable person to doubt the applicant's character, honesty, or ability.

Minimum Qualifications are listed on www.PoliceApp.com/ThorntonNH

Physical Agility Test

The Thornton Police Department will administer the physical agility test. In order to participate, you must first sign a waiver, which will be available on the date of the test at the testing location.

All candidates must pass each of the four events. The test has been designed to measure the ability to perform physically demanding tasks encountered in job performance. **Please click [physical agility requirements](#) to view the minimum qualifications.**

Pay/Benefits

- The starting pay for a Thornton Police Officer is ranges from \$37,000 to \$45,000, dependent upon qualifications and experience.
- Health Insurance - ****Regular, full-time employees are eligible to receive health insurance **thirty (30) days within their date of hire, or the first month following the date of hire.****
- Dental Insurance

- Life Insurance
 - **Basic Term Life Benefit**
 - **Accidental Death & Dismemberment**
- **Long Term Disability Income Protection Insurance**
- **Health Care Reimbursement Plan**
- **Tuition Reimbursement**
- Time Off
 - Vacation
 - Sick Leave
 - 11 Holiday/year

State Retirement System

Eligible uniformed Police and Fire employees are enrolled in the State of New Hampshire Retirement System (NHRS)> The NHRS is a public employee pension plan qualified as a tax exempt organization under Section 401(a) and 501(a) of the Internal Revenue Code. It provides retirement, disability, and death protection to its members and their beneficiaries. Contributions vary on an annual basis. The current rate is **11.55%** of annual gross income. Retirement benefits are specifically determined by a formula, which considers two variables: a member's salary credit and a member's service credit.

Selection Process

Those candidates who successfully complete the written test (with a passing score of 70%) will advance to the physical agility test. Upon successful completion of the physical agility test, candidates will advance to a scheduled **Oral Board interview**. If all three phases are successfully completed by the candidate, a background investigation may follow. **Candidates will be placed on a one-year eligibility list.**

Candidates who have criminal convictions for serious offenses will be ineligible for appointment.

Once a Conditional Offer of Probationary Employment has been made, applicants must successfully complete a polygraph examination, a psychological exam, a thorough medical examination, and a **personal interview with the Chief.**

Special Requirements

- Must be at least 21 years of age prior to the date of the written exam, and must be a U.S. Citizen.
- **Applicants' eyesight must be at least 20/30, corrected; near vision at least 20/40 in each eye corrected without contact lenses or glasses, and 20/200 uncorrected. Successful long term soft contact lens wearers are not subject to the uncorrected criterion. This waiver is extended to hard lenses if successful use has been documented. Normal color and depth perception essential. Any condition which interferes with acuity or puts the eyes at risk shall result in disqualification or deferment.**
- Must possess hearing sufficient to enable performance of essential job functions.
- **No tattoos visible on any portion of the head, face, neck or hands.**

- Upon appointment, candidates must obtain a driver's license in accordance with New Hampshire statutes governing driver's licenses and registrations.
- Candidates will be required to obtain police officer certification within the time frame established by the New Hampshire Police Standards and Training Council.
- All appointees will sign an agreement indicating that you will remain employed with the Thornton Police Department for a minimum of three years. If you leave prior to completing three years, you agree to reimburse the Town of Thornton for your training costs.
- A history of criminal or unethical behavior will cause an applicant to be ineligible for further consideration. **Please view Automatic Disqualifiers.**