

**PATROLMAN**

**Reports To: Sergeant**

**Supervises: Non-Supervisory**

**NATURE OF WORK**

Under general supervision, preserves the peace; protects life and property; prevents and detects crimes; enforces laws and ordinances; and maintains a public service approach towards the community, and performs other job related duties as assigned.

**DISTINGUISHING CHARACTERISTICS**

Incumbents may be assigned to various duties and are expected to be able to perform the full range of duties required of the class. Incumbents may be assigned to any of the following: Patrol; Traffic Enforcement; Accident Reconstruction Officer, Investigation/Detective, School Resource Officer, D.A.R.E., Safety Officer, Crime Prevention Officer, Vehicle Maintenance Officer, Field Training Officer, or Special Assignments. Other special duties may include firearm, CPR, first aid, defensive tactics training; and other training programs.

**ESSENTIAL DUTIES** *(May include, but are not limited to any combination of the following):*

- Supervises, trains and evaluates employees as assigned.
- Patrols assigned areas in a motorized vehicle or on foot to prevent and detect crime and enforce State and local laws.
- Responds as dispatched to calls concerning traffic accidents, crimes, disorder and emergency situations.
- Pursues and apprehends suspects.
- Enforces traffic laws; investigates traffic accidents; administers first aid and controls crowds.
- Conducts initial and follow-up investigations of crimes; collects and preserves physical evidence; photographs crime scenes; questions suspects, witnesses, and victims.
- Makes arrests, books, monitors, and transports prisoners.
- Prepares crime reports, incident reports, traffic collision reports, citations, property reports and special reports as assigned.
- Participates in community policing.
- Provides escort or traffic control during parades, funerals and special events.
- Prepares cases for prosecution and appears in court as a witness.

- Processes and serves warrants; serves legal papers such as subpoenas, summons writs, notices, documents.
- Collects, preserves and transports physical evidence.
- Answers questions and provides information to the public.
- Assists and cooperates with other law enforcement and public safety agencies.
- Performs related duties as assigned within the guidelines or policies of the department.
- Complies with Department directives.

## **MINIMUM QUALIFICATIONS**

### Education and Experience

- high school graduation or G.E.D. certificate.
- possession of a current basic recruit academy completion certificate or exemption awarded by the Massachusetts Municipal Police Training Committee (MPTC).

### Knowledge, Skills and Abilities:

#### Working knowledge of:

- laws pertaining to search and seizure, arrest and interrogation of suspects.
- rules of evidence and basic criminal law.
- the use and care of standard police firearms.

#### Some knowledge of:

- the techniques of criminal investigations.
- court procedures in criminal and civil cases.

#### Ability to:

- learn modern police procedures and techniques.
- understand, interpret and apply State and local laws and regulations, department policies and procedures, and other technical literature pertaining to law enforcement.
- react quickly and calmly in emergency or hazardous situations and adopt an effective course of action.
- pursue, subdue and control and/or physically restrain a suspect.
- observe and remember facts and details of incidents.
- follow oral and written instructions.
- read and write English
- obtain and maintain a License To Carry (LTC) firearms and learn to operate firearms safely and skillfully.
- learn to operate firearms safely and skillfully.
- obtain information through interview, interrogation and observation.
- write clear, accurate and grammatically correct reports.

- establish and maintain effective working relationships with those contacted in the course of work.
- learn standard broadcasting procedures of a police radio system.
- communicate verbally in a clear and effective manner.
- deal tactfully and effectively with a wide range of different individuals and groups from the community.
- obtain and maintain a License To Carry (LTC) Firearms and learn to operate firearms safely and skillfully.

### Licenses

Possession of and continued maintenance of a valid Massachusetts driver's license.

Possession of and continued maintenance of a valid Massachusetts License to Carry (LTC) Firearms.

### **SPECIAL REQUIREMENTS**

- No felony record (M.G.L. c.41, s.96A)
- Must be at least 21 yrs. old at time of appointment
- Non-smoker (M.G.L. c.41, s.101A)
- Willingness to work rotating shifts including nights and weekends and holidays.
- Psychological suitability for police work (determined by a psychological exam).
- Successful completion of medical and drug testing.
- Successful completion of state Physical Abilities Test (PAT)
- Ability to pass a comprehensive background investigation which includes automatic disqualification criteria, credit history, driving record, criminal activity, military and employment records, and character references.
- Reside within 15 miles of Town limits (M.G.L. c.41, s.99)

### **TOOLS AND EQUIPMENT USED**

Ability to use personal computer, printer, two-way radio, firearms, handcuffs, and other law enforcement equipment, breathalyzer, radar, radar trailer, fingerprint equipment, camera, copying machine and telephone.

### **PHYSICAL DEMANDS**

- Physical health, strength, stamina, and agility to perform the essential functions and tasks of the job. While performing the duties and tasks of this job, the employee is regularly required to talk, hear, see, use hands to handle, feel or operate objects, tools, or controls and reach with hands and arms; to push, pull, drag and lift persons and objects; walk, stoop, sit, run, climb stairs and ladders and fences; drive and quickly enter and exit a police vehicle, operate a vehicle during both day and night and in emergency situations involving high speed, congested traffic and unsafe road conditions caused by factors such as fog, smoke, rain, ice and snow.
- Work in an outdoor environment regardless of weather conditions.

- Work is performed in an office setting and the field where an employee is exposed to machinery and its moving parts, sharp objects, loud noise, electricity, fumes, chemicals or toxic substances, and disease.
- Working hours may be irregular (nights, holidays, weekends, etc.) and long, depending upon the situation. Subject to call-back for emergency situations.
- Physical hazards from traffic and violent offenders.
- Perform attached list of essential tasks.

**PROBATIONARY PERIOD**

The probationary period is set forth in the collective bargaining agreement.

*The statements contained herein reflect general details as necessary to describe the principal functions of this job, the level of knowledge and skill typically required, and the scope of responsibility, but should not be considered an all inclusive listing of work requirements. Individuals may perform other duties as assigned including work in other functional areas to cover absences or relief, to equalize peak work periods or otherwise to balance the workload.*

FLSA Status: Non-Exempt  
 Union: Yes  
 Status: Full-Time  
 Effective Date: 10/24/12 (Automatic Disqualification List revised)  
 Supersedes: 02/11/08  
 10/23/06

Acknowledgement of Receipt: \_\_\_\_\_ Date: \_\_\_\_\_

## Patrolman

### Police Officer Essential Tasks:

<b>COMMONWEALTH OF MASSACHUSETTS POLICE OFFICER TASK LIST</b>
<b>A. PATROL AND INCIDENT RESPONSE</b>
Provide back-up to other police personnel.
In response to a report of child abuse, observe and evaluate the physical and mental condition of the child, notify the appropriate agencies, and/or place the child in protective custody to protect the child from physical or mental harm.
Respond to a crime in progress and secure the area to effect an arrest.
When confronted with victim(s), conduct patient assessment and administer immediate care to prevent further injury, trauma, or death.
Communicate/negotiate with a hostage taker to reduce his/her anxiety and prevent the loss of life pending arrival of hostage negotiator.
Appraise the situation, separate individuals, and discuss the grievances to restore order at a domestic dispute.
Use communications equipment (e.g., radio, computer, telephone) to exchange information relative to official duties (e.g., reporting status and location to dispatcher, maintaining contact with other agencies).
Operate a Department vehicle at a high rate of speed, using emergency lights and sire and maintaining public safety, to respond to emergency calls for service.
Request assistance from other police personnel.
Respond to an alarm, secure area, and inspect for entry to protect life and property and apprehend the violator or violators.
Participate in a large scale coordinated search for one or more persons (e.g., escapees, mental patients, lost people, etc) to locate or apprehend the person(s).
Separate individuals in a fight or disturbance (not a domestic dispute) to restore order and minimize injury to those individuals or property.
Operate a Department vehicle under non-emergency conditions within a specified geographic area to observe and detect unusual activities or circumstances, or violations of the law in order to deter crime and provide service to the public.
Protect one or more persons (confidential sources, witnesses, etc.) to provide for the safety and security of the person(s) and the public.
Respond to incidents requiring your presence as specified in Departmental policies.
Maintain current information such as names, faces, and previous arrest records of known criminals believed to be in the area.
Observe and check entrances to buildings and premises to maintain security of premises.
Identify a person as disturbed (e.g., mentally, emotionally) or incapacitated (e.g., drunk, epileptic) and detain that person in order to provide for placement.
Erect physical barriers, bodily serve as a barrier, issue verbal commands, and/or utilize the necessary degree of authority to effect the safe, peaceful, and orderly flow of a crowd of people.
Patrol a specific geographic area on foot to observe and detect unusual activities or circumstances, or violations of the law.
Serve on special details to help maintain peace (e.g., abortion demonstrations, animal rights).

<b>B. TRAFFIC ENFORCEMENT</b>
When outside of vehicle (e.g., making a traffic stop), monitor pedestrian or vehicular traffic to reduce risk of injury to self or others and take evasive action when necessary.
Conduct field sobriety tests to determine probable cause for breath or blood test and/or arrest for alcohol or drug use.
Protect an accident scene to allow for a determination of the facts of the accident.
Direct/reroute traffic, place emergency signaling devices (e.g. flares) or take other necessary action to ensure a safe and orderly flow of traffic when confronted with unusual traffic conditions (e.g., accidents, stoplight out, parades).
Determine the status (e.g., stolen, disabled) of a stopped or abandoned vehicle, including checking for inhabitants (e.g., children, victims).
Estimate vehicle speed visually or use speed detection equipment (e.g., radar, lidar, vascar, stopwatches) to determine the speed of a vehicle.
Stop vehicles for cause and check for required documents, defective equipment (e.g., headlights, tires), and other violations to issue citations or warnings and to aid in the safe and legal operation of vehicles on the road.
Issue a citation to a traffic violator.
Impound or supervise impounding of equipment or vehicles left on the roadway.
<b>C. INVESTIGATIONS</b>
Identify and collect evidence at a crime scene to preserve that evidence for use in an investigation.
Protect a crime scene from contamination by controlling access to the scene and erecting physical barriers to preserve the evidence of a crime.
Document the elements of a crime and identify potential witnesses and suspects to produce a prosecutable case.
Evaluate evidence (e.g., article, substance) to determine its relationship to an investigation.
Transport evidence to various locations (e.g., lab, court), maintaining an unbroken chain of custody.
Conduct investigations of subordinates who may be in violation of the law or Police Department policies and procedures.
Investigate citizen complaints involving subordinates.
Canvass the neighborhood, asking questions of persons in order to locate and identify one or more witnesses, victims, or suspects of a crime.
Inspect a suspected controlled substance to make a preliminary determination of its identity and request further lab tests as needed.
Determine the probable facts of the incident from examination and comparison of statements and other evidence.
Interview and take written statements from the general public, victims, or suspects to obtain and record information pertinent to the enforcement, regulatory, and service functions of the Department.
Evaluate individuals to determine their credibility and/or manner in which they should be handled (e.g., during interrogations).
Identify assets for potential seizure at crime scenes.
Observe one or more persons, places, and/or things to collect information and evidence of criminal activities.

<b>D. ARREST-RELATED ACTIVITIES</b>
Display or discharge a Departmentally approved firearm to protect self and/or the public.
Display or utilize a Departmentally issued non-firearm weapon (baton, spray) in a defensive manner to control one or more persons in accordance with Departmental policy.
Search one or more persons for weapons, fruits of crime, or contraband to effect an arrest, protect oneself and the public, and/or to obtain evidence.
Search a vehicle for weapons, fruits of crime, or contraband to effect an arrest, protect self and the public, and/or to obtain evidence.
Distinguish between felony and misdemeanor classifications when making arrests.
Search a building for individuals, weapons, fruits of crime, or contraband to effect an arrest, protect self and the public, and/or to obtain evidence.
Physically restrain or subdue a violent or resisting individual or arrestee to protect self, the person being restrained, and the public, or to effect custody of an arrestee.
Determine applicability of Miranda when arresting and detaining suspects.
Signal felon to stop (e.g., emergency light, siren, P.A.) in order to effect an arrest or contain the felon and await backup.
Make judgments about probable cause for warrantless searches.
Operate a Department vehicle at a high rate of speed, maintaining public safety and in compliance with Departmental pursuit policy, to pursue and apprehend one or more violators.
Determine whether suspects require medical attention.
Physically restrain or control a non-violent individual or arrestee to protect self, the person being restrained, and the public, or to effect custody of an arrestee.
Ensure prisoners are held and detained in compliance with Departmental policy and applicable statutes.
Legally force entry into building to apprehend suspect and/or evidence.
Record the arrest of an individual (e.g., fill out forms, photograph) to document that arrest and possible detention.
Pursue a suspect or violator on foot.
Review computer and/or booking sheet to obtain information about booked suspects (e.g., criminal history, outstanding warrants).
Make recommendations for strip or body cavity search.
Transport person(s) (e.g., witness, victim), maintaining safety, for some official purpose.
<b>E. EVIDENCE/PROPERTY MANAGEMENT</b>
Ensure the secure storage of evidence and property in the designated location.
Ensure the maintenance of chain of custody for evidence.
Release property or evidence to authorized individuals.
<b>F. RECORD AND REPORT MANAGEMENT</b>
Write narrative reports (e.g., incident reports, intelligence reports) providing complete, accurate and consistent information.
Summarize in writing the statements of witnesses and complainants.
Fill in forms requiring specific information accurately and completely.
Record information required by Department guidelines in proper logs.
Document incoming communications (e.g., requests for information, training) and communicate that information to other personnel as necessary.

Maintain logs (written and/or computerized) of activities occurring during the shift (e.g., accidents, significant incidents) to maintain a record.
<b>G. COURT</b>
Appear and testify as a witness in an official proceeding (e.g., traffic court, trial, Civil Service hearing) to assist in fulfilling the Department's role in the judicial and administrative process.
Review search and arrest warrants prior to presentation to judge or prosecutor for signing.
Review and discuss the details of a specific investigation with prosecutor to plan investigatory strategy, prepare for court presentation, etc.
Prepare search or arrest warrants
<b>H. COMMUNITY RELATIONS</b>
Explain the disposition of citizen complaint incidents to complainants.
Communicate with neighborhood youths to facilitate police-community relationships and deter criminal behavior.
Participate in cooperative operations (e.g., Task Forces, executing warrants) to address community conditions and crime.
Contact the immediate family of an individual (in person) or notify uniformed personnel to provide information to the family concerning that person's injury or death.
Attend meetings (e.g., community meetings, concerned citizens) to discuss and exchange information, address problems, coordinate and develop plans of action, etc.
Provide information upon request to individuals and groups (e.g., business people, neighborhood groups) to increase awareness of potential victimization and deter crime.
Provide assistance and information to civilians seeking help (e.g., directions, explanations of municipal codes and ordinances, referrals to other Department personnel or other agencies/entities).
Maintain current information about available social agencies and their roles for use in referring citizens seeking help.
Discuss police actions with relatives of prisoners or complainants.
<b>I. POLICE DEPARTMENT PROPERTY MANAGEMENT</b>
Clean and inspect weapons.
Conduct inventory of assigned vehicles and equipment to ensure that necessary equipment is available when needed.
Recognize vehicle and/or equipment damage or malfunctions(s) and ensure that necessary repairs are performed.
Maintain clothing and personal equipment to satisfy inspection requirements.
Maintain personal copies of Departmental directives as required by Department policy.
<b>J. DIRECT SUPERVISION</b>
Attend or conduct roll call.
<b>K. PERSONNEL EVALUATION AND COUNSELING</b>
<b>L. PERSONNEL ASSIGNMENT AND COORDINATION</b>
<b>M. TRAINING DELIVERY</b>
<b>N. COMMAND</b>
<b>O. INTERNAL/EXTERNAL COMMUNICATIONS &amp; COORDINATION</b>
Notify dispatcher of special conditions that may affect or are affecting sector operations as required by Department procedures.

Communicate with other Department personnel informally to discuss and exchange information (e.g.
Monitor and respond to routine communications (e.g., phone).
Ensure specialty units and external agencies are notified of situations warranting their attention and involvement (e.g, hostage negotiator, Tactical Response Team, HAZMAT, Fire Department).
Consult with superior to provide/receive assistance with assigned operational activities and keep him/her apprised of potential developments/problems.
Request documents in records systems (e.g., pictures, criminal histories, etc.).
Notify other Police Department units of unusual situations and conditions as necessary and appropriate.
Contact other Police Departments and law enforcement agencies (e.g.
Communicate with individuals from other city/state/federal agencies/entities to exchange information and accomplish work objectives.
Respond to requests for information from superior personnel.
Answer investigative inquiries from other law enforcement agencies or refer inquiry appropriately.
Contact outside agencies and organizations (e.g., social service agencies) for information.
<b>P. RESEARCH AND PLANNING</b>
<b>Q. FINANCIAL MANAGEMENT</b>
<b>R. PROFESSIONAL DEVELOPMENT</b>
Participate in in-service training and recertification programs including firearms, policies, and practical/tactical exercises (e.g., defensive tactics) to receive information and develop skills.
Read and keep up-to-date on federal, state, and local statutes/ordinances and court decisions to ensure appropriate enforcement and investigatory activities.
Read internal reports and training materials to keep current on procedures and issues.
Read and keep up-to-date on Departmental policies and procedures to ensure appropriate enforcement, investigatory, and administrative activities.
Read outside literature (e.g., texts and journals) to keep current on law enforcement topics.

## **FREETOWN POLICE OFFICER CANDIDATE** **AUTOMATIC DISQUALIFICATION LIST**

### **APPLICATION & BACKGROUND INVESTIGATION**

- Falsification or omission of any part of the application packet.
- False information regarding age/date of birth.
- Falsification or omission of information regarding current or past addresses, employers and schools.
- Falsification or omission of information regarding relatives employed by the Town
- Any misrepresentation or omission of any material fact on the application; during the background investigation; or in any phase of the selection process shall disqualify the applicant.
- An applicant will be disqualified if he/she refuses to sign a release of personal records form, personal inquiry waiver, duty assignment agreement, agreement to contact current employer, notice of disclosure of consumer report, release from liability waiver, authorization of military records form or any other required form used as a part of a comprehensive background investigation.

### **ENGLISH LANGUAGE**

- An applicant must be able to read, write, and speak the English language.

### **EMPLOYMENT HISTORY (includes school and military)**

- Fabrication of any information related to a job.
- Failure to list any job on application packet.
- An applicant whose work history reflects excessive tardiness and absenteeism, incompatibility with coworkers and supervisors, carelessness, insubordination, inability to follow instructions may be a basis for disqualification.
- Failure to report a discharge, forced termination or resignation for any reason.
- Failure to report employment discipline, including written warnings, reprimands, etc., or court-martial (if in the military).
- Disciplinary action in prior employment, the military or educational institutions for behavior that would be either a criminal act or other major violation of the Freetown Department Rules & Regulations will be a basis for evaluation.
- Other factors relating to work history, compliance with law and similar job related areas might be considered in evaluating the individual's fitness for employment.
- Applicants must not have received a less than honorable discharge from any of the Armed Forces of the United States.
- Applicants who have received a discharge from any of the Armed Forces of the United States for unsuitability, unfitness, or other misconduct reasons under honorable conditions may be evaluated for job related behavior and may be disqualified where the discharge indicates factors that may affect job performance.

## **WORK AVAILABILITY**

- An applicant whose work history or whose expressed views reflect job instability; unwillingness to perform shift work, weekend work, work on holidays, or to work overtime in emergencies.

## **FINANCIAL RESPONSIBILITY**

- Credit history and financial condition of the applicant will be reviewed. Credit history will not be a sole basis for disqualification, except that an applicant may be denied employment if he/she is indebted to the extent that the salary for the position, with reasonable diligence, will manifestly be insufficient to pay his/her debts as they fall due.
- Failure to pay just debts will disqualify an applicant.
- Any checks intentionally written on a closed account.
- Two or more separate incidents within the past 5 years of being convicted of or having wages garnished for failure to pay child support.
- Failure to pay taxes.

## **CHARACTER & INTEGRITY**

- Each applicant must be of good moral character as determined by an in-depth investigation into his/her background.
- An applicant who has used a different name for the purpose of defrauding, misleading, evading debts, or improper purpose will be disqualified.
- Taking of items and/or money without permission (added together) of over \$100 from an employer within the past 3 years (includes military).
- Any incidents of misdemeanor shoplifting, or accessory to shoplifting, whether caught or not, within the past 3 years.
- Giving perjured, sworn testimony at any time.
- Giving false statements or making falsified reports as a law enforcement officer.
- Offering or paying a bribe.
- Soliciting or accepting a bribe at any time as a law enforcement officer.

## **MEMBERSHIP IN ORGANIZATIONS**

- A Current membership and/or participation in an organization which has as a stated purpose to the overthrow of any local, state, or the federal government, or which has as a stated purpose, violation of any laws or advocates or approves acts of force or violence to deny other persons their rights under the Constitution of the United States may be a basis for disqualification.

## **DRUG BEHAVIOR**

- Applicants who have a pattern of illegal use of any class of controlled substance, including marijuana, as defined in Massachusetts General Laws will be rejected. (This includes prescription drugs not prescribed to you for your use, anabolic steroids, and

designer type drugs.) The suitability of an applicant, who has illegally used a controlled substance, including marijuana, will be evaluated on the basis of circumstance of involvement, use, length of use, and quantity of use. For example, applicants who have illegally used a controlled substance, including marijuana, experimentally, and a minimum of three years has elapsed during which the applicant has not used any illegal controlled substance, including marijuana, may be considered for employment. Any illegal use of a controlled substance, including marijuana, after submission of his/her application will result in rejection.

- Use of any hallucinogenic, such as LSD, PCP, Opium or any of its derivatives will disqualify the applicant.
- Use of any illegal drug, on or off duty, while employed as a public safety employee.
- Any offense involving the applicant's participation in trafficking of a controlled substance as defined in M.G.L. c. 94C. Other than trafficking, any sale, manufacture (includes growing) or distribution of any illegal drug, including marijuana, within the past three years. If beyond 3 years, the following factors should be considered: The frequency of the behavior; the quantity of drugs involved; and the type of drug.
- Deliberate abuse of prescribed controlled substances within the past 3 years.
- Refusal to agree to submit to a drug screening as an applicant or to for cause drug testing as an employee.

## **ALCOHOL BEHAVIOR**

- Unauthorized consumption of alcoholic beverages while on duty as a law enforcement officer, as evidenced in past jobs.
- Refusal to agree to submit to "for cause" alcohol testing as an employee, as evidenced in past jobs.

## **RESTRAINING ORDERS**

- An applicant who is currently under an injunction or restraining order for domestic violence, or is currently under an injunction or harassment prevention order will have his/her application placed inactive until the outcome of the injunction is finalized and/or the restraining order is lifted.

## **CRIMINAL BEHAVIOR**

- Applicants must not have been convicted of any felony.
- Applicants must not have been convicted of any offense under Chapter 94C of Massachusetts General Laws (drug law violations).
- Applicants must not have been convicted of a misdemeanor involving perjury or false statement.
- Sufficient misdemeanor convictions to establish a pattern of disregard for the law.
- If arrests or charges are pending against an applicant, the application will be temporarily suspended until disposition of all arrest or charges are made.
- Applicants under court ordered probation will not be considered, until the terms of the probation are over.

- A conviction (or adjudicated as a delinquent or as a youthful offender) of a felony, a misdemeanor punishable by more than two years imprisonment, a violent crime, or a weapons or drug offense, will disqualify the applicant.
- A conviction of the crime of domestic violence will disqualify the applicant.
- Commission of a detected or undetected crime as an adult, which constitutes a felony, will disqualify the applicant.
- Commission of a detected or undetected crime as an adult, which constitutes a misdemeanor involving moral turpitude, will disqualify the applicant.
- Commission of a detected or undetected crime as an adult, which constitutes a repeated misdemeanor offense, will disqualify the applicant.
- Commission of a detected or undetected crime as an adult, which constitutes a crime involving violence, will disqualify the applicant.

## **RELATIVES & ASSOCIATES**

- Deliberate association of a personal nature within the past year with a person who uses illegal drugs in the presence of the applicant.
- The background and criminal activities of relatives and/or close associates of the applicant may be a basis for disqualification of the applicant if it appears that such relationships may affect the applicant's ability to perform the duties of a Freetown Police Officer.

## **DRIVING HISTORY**

- Applicants must possess a valid driver license that is not under suspension, cancellation, or revocation, or is not about to be suspended, canceled, or revoked.
- Conviction of OUI shall be grounds for disqualification of an applicant.
- Any license suspension/revocation, reckless/negligent driving, hit and run accident, or failure to stop for a police officer incident within the past three years shall be grounds for disqualification.
- Applicants must have an overall good driving record. An applicant must not have a noticeable pattern of violations, citations, at fault accidents and/or convictions within the past three years. Stop sign violations, speeding, careless driving, and at fault accidents are just a few of the examples that could disqualify an applicant if he/she has developed a pattern. Applicants will be required to submit the original certified driver license record from the state's Registry of Motor Vehicles for each state where they were issued a license, other than Massachusetts.

## **PHYSICAL CONDITION**

- A tattoo, brand, body piercing or tooth veneer that violates established department rules and regulations.
- An applicant may be evaluated on a present or future physical condition. An applicant will be rejected if the Town of Freetown's evaluating physician certifies that there is a reasonable probability that a specific physical condition would prevent the applicant from

performing the essential functions of a Police Officer, and no reasonable accommodation is possible.

- An applicant's temporary disabilities, such as broken bones, pregnancy, and skin diseases, may result in the delay of the applicant's processing until such time as the temporary disability no longer exists.
- Any doubt as to the applicant's ability to participate in the selection process or to perform the essential functions of a Freetown Police Officer shall be resolved by examination and certification by a physician approved by the Town of Freetown.

### **TOBACCO USE**

- An applicant who is a smoker or user of tobacco products is disqualified. G.L. c.41, s.101A.

### **LICENSE TO CARRY FIREARMS**

- Applicant must not be disqualified from being issued a License to Carry Firearms (LTC), as set forth in M.G.L. c. 140, § 131.
- An applicant whose License to Carry Firearms (LTC) has been suspended or revoked will not be considered until such suspension or revocation is over.

### **CERTIFICATION/ELIGIBILITY**

- Falsifying documentation, including but not limited to, a college degree, birth certificate, social security card, transcript or specialized training
- Falsifying documentation of law enforcement certification

**This list is not inclusive. A candidate may also be disqualified if the totality of his/her circumstances indicates that he/she would not be suitable as a police officer.**

(List Rev. Oct. 2012)