

Police Officers Township of Collier

Notice of Civil Service Examination for the Position of Full-Time and Part-Time Police Officers

A competitive examination for the position of full-time and part-time police officers will be held by the Collier Township Civil Service Commission.

Applications are available on line at www.colliertownship.net, with the deadline for accepting applications, Monday, November 10, at 4:00 PM. A nonrefundable filing fee of \$45.00 is required at the time of application, payable by check or money order to Collier Township. Applications must be submitted in person or by US Mail to the Township Administration office at 2418 Hilltop Road, Presto, PA 15142

Office hours for the township are as follows: Monday through Friday: 8:00 AM to 4:30 PM.

GENERAL REQUIREMENTS

U.S. Citizen, Four Year College or University Degree, at least 21 years of age, good mental and physical condition, and a valid Driver's License. The valid driver's license must be presented at the physical agility test, written and oral examinations. Be Act 120 Certified under the PA Municipal Police Officers Education and Training Act, or shall have successfully completed Act 120 Training and successfully passed the final exam, at the time of application. The following policy of the Collier Twp. Police Department shall apply: No member shall have a tattoo that cannot be covered with the regulation uniform while on duty. Additional requirements are outlined in the Township's Civil Service Rules and Regulations.

The physical agility test will be conducted at the Allegheny County Police Academy, located at 700 West Ridge Drive (North Park) - Allison Park, PA 15101 on Tuesday, November 18, 2014, with the physical agility test starting at 10:00 AM. Candidates to arrive at 9:45 AM. The written examine for those that pass the physical agility exam is scheduled for Wednesday, November 19, 2014 at 10:00 AM. Candidates to arrive at 9:45 AM at the new community center located at 5 Lobaugh Street, Oakdale, PA 15071.

Veterans claiming preference need to present proof of eligibility through a submission of a DD 214 at the time of application.

Collier Township Civil Service Commission

E.O.E

COLLIER TOWNSHIP PHYSICAL AGILITY FORM

THE FOLLOWING PHYSICAL EXERCISES ARE REQUIRED OF ALL APPLICANTS FOR THE POSITION OF POLICE OFFICER. THOSE PERSONS WHO FAIL TO SUCCESSFULLY COMPLETE ALL EXERCISES WILL BE ELIMINATED FROM THE SELECTION PROCESS.

1. Stretcher carry (2 persons): Applicants will be paired off and required to carry a stretcher with a simulated patient weighing 200 pounds over a distance of 100 feet. Those failing the first attempt will be allowed to retake the exercise with a person who has successfully completed the exercise.

Total Distance - 100 feet
Total Weight - 200 pounds

2. Simulated Body Drag: An applicant is required to drag a simulated body weighing 200 lbs. for a distance of fifty (50) feet in 15 seconds.

Total Distance - 50 feet
Total Weight - 200 pounds
Time -15 seconds

3. Quarter Mile Run: An applicant is required to run a distance of one-quarter mile on a pre-measured course in less than 110 seconds.

Maximum Time -110 seconds

4. Window Climb: An applicant is required to climb through a six-foot high-level window without assistance on to a three-foot level platform on the other side of the window, and then to the ground. Applicants then circle around a marker twenty feet beyond the window and return up the three-foot level platform and out the window onto the ground. Those applicants failing the first attempt will be provided a second attempt.

5. Trigger pull: Applicants are required to pull the trigger, on a double action, non-functional revolver thirty times with the strong hand and fifteen (15) times with the weak hand.

Minimum - Strong Hand: 30 times
Minimum - Weak Hand: 15 times

Waiver

I, the undersigned, understand the above physical agility requirements and hereby release from liability, Allegheny County, Collier Township and all those involved in this testing process, in the event of injury to myself or damage to my property while participating in the Physical Agility Test.

Name (Print): _____

Signed _____ **Date** _____

8. FAMILY. List in order given showing relationship, parents, guardians, stepparents, foster parents, parents-in-law, brothers, sisters, stepbrothers and stepsisters. Include any others with whom you have resided or with whom a close relationship existed or exists.

Relationship	Name	Address If Living
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Father _____

Mother _____

9. VEHICLE OPERATOR'S LICENSE. Give the following information concerning any vehicle operator's license you have held or now hold.

Type of License	Number	Issuing Authority	Expiration
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Have you ever had a license suspended or revoked?

10. CONVICTION OF CRIME.

Have you ever been convicted of a misdemeanor, felony or greater criminal violation? (Yes/No) If yes, state violation, court of jurisdiction and date of conviction.

11. FINANCIAL STATUS.

Do you have any income from any source other than your principal occupation? (Yes/No) How much? _____
 How often? _____ The source(s) _____

Do you have or have you had any financial account (savings, checking, loans, stocks, bonds, etc.)? List all accounts during the past seven (7) years.

Name and Address of Financial Institution:	Type of Account:
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12. PAST AND PRESENT MEMBERSHIP IN ORGANIZATIONS.

Name	Address	Zip	Type (Social, Fraternal, Professional, etc.)	Office Held	Membership Dates From To

13. SUBVERSIVE ORGANIZATIONS.

(Yes/No)

_____ Are you now or have you ever been a member of any organization, association, movement, group or combination of persons which advocates the overthrow of our constitutional form of government, or which has adopted the policy of advocating or approving the commission of acts of force or violence to deny other persons their rights under the Constitution of the United States or which seeks to alter the form of government of the United States by any unconstitutional means?

_____ Are you or have you ever been affiliated or associated with any organization of the type described above, as an agent, official or employee?

_____ Are you now associating with, or have you associated with, any individual, including relatives, who you know or have reason to believe are or have been members of any of the organizations identified above?

_____ Have you ever been engaged in any of the following activities of any organization of the type described above: Distribution(s) to, attendance at or participating in any organizational, social or other activities of said organization or of any projects sponsored by them; the sale, gift, or distribution of any written, printed or other matter, prepared, reproduced, or published by them or any of their agents or instrumentalities?

If yes to any of the answers above, describe the circumstances. Attach additional sheets for a fully detailed statement. If associated with any of these organizations, specify nature and extent of association with each, including office or position held. Also include dates, places and credentials now or formerly held. If associations have been with individuals who are members of these organizations, then list the individuals and the organization with which they were or are affiliated.

14. EDUCATION.

A. List all elementary, junior high and high schools attended. .

Name	Address	City	Zip	Graduated Yes/No

B. Higher Education. List all colleges or universities attended. Attach transcript from last institution.

Name	City	Zip	Years Attended	Credit Hours Semester/Quarter	Degree Rec'd

Major and Minor Courses.

C. Other Schools or training (trade, vocational, military). List for each the name and location of school, years attended, subjects studied, certificate earned, and any other pertinent data. Include complete mailing address.

15. SPECIAL QUALIFICATIONS AND SKILLS.

A. Indicate type of special license such as pilot, radio operator, etc., showing licensing authority, where the license was first issued and date current license expires.

B. Special skills you possess and machines and equipment you can use. (For example, computer programmer, polygraph operator, vehicle inspection mechanic, scientific or professional devices.)

C. Approximate number of words per minute: Keyboard or typing _____ Shorthand _____

D. Special qualifications not covered in application. (For example, your most important publications, patents, inventions, public speaking, membership in professional or scientific societies, honors and fellowships received, etc.)

16. FOREIGN LANGUAGE. Enter language and indicate fluency.

Language	Reading	Speaking	Understanding	Writing

17. FOREIGN TRAVEL. Exclude trips of less than 30 days to Canada or Mexico and travel as a direct result of U.S. military duties.

Dates	Country	Purpose of Travel

18. HOBBIES AND SPORTS.

Name	Length of Participation	Level of Proficiency

19. EMPLOYMENT. Begin with your most recent job and list your work history for the past 10 years, including part-time, temporary or seasonal employment and all periods of unemployment.

From Date	Name and Address of Employer	Job Title	Reason for leaving
To Date		Description of Duties	
Salary	Name of Supervisor	Name of Co-Worker	

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To Date		Description of Duties	
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Salary	Name of Supervisor	Name of Co-Worker	

If additional employer blocks are needed, attach requested information on separate sheet.

Have you ever been discharged, asked to resign, furloughed, or put on inactive status for cause, or subject to disciplinary action while in any position (except military)? If yes, state reason.

Have you ever resigned after being informed your employer intended to discharge you for any reason? If yes, explain. List name and address of employer, approximate date and reasons in each case.

20. MILITARY STATUS.

Yes No

Have you ever served in the U.S. Armed Forces?
If yes, attach photostatic copy of discharge or separation papers.

Do you claim veterans' preference?
If yes, include a copy of your DD 214.

A. While in the military service, were you ever convicted for any crime graded as a misdemeanor, felony or greater offense? If yes, list date, place, law enforcing authority or type of court or court martial, charge and action taken for each incident. Use separate sheet to record this information.

B. Are you presently a member of a U.S. Reserve or State Guard organization? If yes, complete the following:

Grade and Service No.: _____

Service and Component: _____

Organization and Station or Unit and Address:

Indicate reserve obligation and status, if any.

21. SELECTIVE SERVICE. (Please provide a copy of your Discharge Papers – DD 214)

Last Classification: _____

Selective Service No.: _____

Date: _____ Local Board: _____

Address: _____

22. CHARACTER REFERENCES. List only character references that have definite knowledge of your qualifications for the position of application. List five character references. (Do not list relatives, former employers or persons living outside the United States.)

Name	Address	Home Phone	Work Phone	Years Known

23. Are there any incidents in your life not mentioned herein which may reflect upon your suitability to perform the duties which you may be called upon to take or which might require further explanation? If yes, provide details.

24. Have you ever applied for a position with any other governmental agencies? If yes, provide details.

Verification

I certify that there are no misrepresentations, omissions or falsifications in the foregoing statements and answers and that the information I have provided in the application is true and correct to the best of my knowledge, belief and are made in good faith. I understand that any false statement contained therein is subject to the penalties prescribed by 18 PA. C.S.A. § 4904, relating to unsworn falsification to authorities.

Signature of Applicant

Date

APPENDIX A

Notification Procedure Release

In the processing procedure required for applicants, it may become necessary to contact the applicant in the event they are being given further consideration for the position of police officer with the Collier Township Police Department.

If conventional methods fail in attempting to contact the applicant a certified or registered letter will be sent to the applicant's address listed on the application. Should the registered letter be returned indicating that it was unclaimed or undeliverable, the applicant will be eliminated from further processing and consideration.

It is the applicant's responsibility to notify Collier Township Police Department, in writing, of the address change. By affixing your signature to this form, the applicant acknowledges reading and understanding the contents of this procedure.

Date

Signature

APPENDIX B

Waiver and Release for Background Investigation

I, am presently applying for employment as a police officer with Collier Township, which I acknowledge and understand, must thoroughly investigate my employment background, criminal history, personal background, education and references in order to evaluate my qualifications for a position as a police officer. I understand that it is in the public's interest that all relevant information in this regard, including my personal and employment history with my current and former employers, be disclosed to Collier Township.

By this release, I hereby authorize any representative of all of my former employers, which have been fully disclosed and identified in my employment application, to divulge any information in its files pertaining to my employment records and history, and I further authorize the release of such information upon request to any representative of Collier Township. I also authorize all former employers identified in my employment application to permit a review and full disclosure of all records, or any part thereof, concerning myself and my employment with those former employers, by and to any duly authorized agent of Collier Township, whether said records are of public, private, or confidential nature.

The intent of this authorization is to permit all former employers identified in my employment application to provide, and for Collier Township to obtain, full and free access to the background and history of my personal life and my employment history and performance, for the specific purpose of permitting Collier Township to conduct a thorough background investigation regarding me that will provide pertinent data for consideration by Collier Township in determining my suitability for employment as a police officer. It is my specific intent to provide Collier Township with access to personnel information, however personal or confidential it may appear to be.

I authorize all former employers, which have been fully disclosed and identified in my employment application, to release any and all public and private information that it may have concerning me, my work record, my background and reputation, my military service records, educational records, my financial status, my criminal history record, including my arrest record(s) and records compiled during or as the result of a criminal investigation(s) of me, efficiency ratings, complaints or grievances filed by or against me, the records or recollections of attorneys at law, or other counsel, whether representing me or another person in any case, either criminal or civil, in which I presently have, or have had, an interest, attendance records, polygraph examinations, and any internal affairs investigations and discipline, including any files which are deemed to be confidential and/or sealed.

I hereby release all former employers identified in my employment application, and, if applicable, then-elected and appointed officials, employees and agents and all others from liability or damages that may result from furnishing the information requested, including any liability or damage pursuant to any state or federal laws. I hereby release all former employers identified in my employment application, and, if applicable, its officers, employees, or related personnel, both individually and collectively, from any and all liability for damages of whatever kind, which may at any time result to me, my heirs, family, or associates because of compliance with this authorization and request to release information, or any attempt to comply with it. I direct all former employers identified in my employment application to release such information upon request of the duly accredited representative of Collier Township, regardless of any agreement, written or oral, I may have made with the former employer to the contrary.

In addition, I also give Collier Township the right to thoroughly investigate my background, previous employment, education and references in order to ascertain my suitability for service as a Collier Township employee. I release and hold harmless Collier Township, its elected and appointed

officials, agents and employees from and against any and all liability which might result from conducting such an investigation, including any damages of whatever kind which may at any time result to me, my heirs, family or associates because of such investigation.

I recognize and understand my rights under Title 5, United States Code, Section 552a, the Privacy Act of 1974, with regard to access and disclosure of records, and I waive those rights with the understanding that information furnished by any former employer will be used by Collier Township in conjunction with employment procedures.

I understand that if a former employer refused to cooperate with this investigation by failing to provide full disclosure of any and all relevant information about me, then the Collier Township may disqualify me from further consideration for employment as a police officer.

A photocopy or facsimile of this release form will be valid as an original thereof, even though the said photocopy or facsimile does not contain an original writing of my signature. This waiver is valid for a period of one year from the date of my signature. Should there be any questions as to the validity of this release, you may contact me at the address listed on my employment application.

I agree to indemnify and hold harmless the person to whom this request is presented, as well as his agents and employees, from and against all claims, damages, losses and expenses, including reasonable attorney's fees, arising out of or by reason of complying with this request.

Date _____

Signature _____

APPENDIX C

Essential Duties of a Police Officer

1. Running for several hundred yards;
2. Climbing over obstacles;
3. Crawling;
4. Pushing motor vehicles;
5. Pulling or carrying accident, fire or crime victims;
6. Using physical force to apprehend and subdue arrestees;
7. Withstanding prolonged exposure, as long as twelve (12) hours, to extreme weather conditions;
8. Withstanding prolonged periods of standing and sitting;
9. Withstanding frequent exposure to stress-producing situations such as encountering persons injure or killed by accidents, crimes or suicide;
10. Dealing with domestic disputes;
11. Dealing with verbal and physical abuse of the officer, including taunts, insults, and threats to the officer, family members, or fellow police officers;
12. Communicate effectively with individuals suffering from trauma;
13. Operate a motor vehicle for long periods of time;
14. Use a firearm effectively; and
15. Fill out written reports in a clear and concise manner.

I have reviewed the above list of essential job functions for a Collier Township Police Officer and believe that:

_____ I can fully perform all duties with or without reasonable accommodations.

_____ I cannot fully perform all duties even with accommodations.

Date _____ Signature _____



Collier Township Police
Department

SUBJECT:
"PERSONAL
APPEARANCE OF
UNIFORMED
MEMBERS"

ORDER NUMBER:

21-1

CALEA STANDARD:
1.8.1

PAGE 1 OF 2

ISSUE DATE: 10/06/2014	EFFECTIVE DATE: 10/07/2014	ANNUAL REVIEW DATE: January	RESCINDS: ALL PREVIOUS	AMENDS: NONE
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1.0 POLICY OR PURPOSE

- 1.1 It is the policy of the Collier Township Police Department that all members must present a neutral, uniform and well-groomed professional image to the public. Additionally, certain regulations are necessary to promote the personal safety of members of the Collier Township Police Department. For these reasons, supervisors will ensure compliance with the requirements set forth in the following policy.
- 1.2 This policy shall apply to all Collier Township Police Department members wearing the police uniform, including those members who wear a specialized assignment uniform.

2.0 PERSONAL APPEARANCE OF OFFICERS IN UNIFORM

- 2.1 On duty uniformed officers will be well-groomed and meet the following standards:
- 2.1.1 Hair will be neatly trimmed, shaped and arranged and the bulk or length of hair shall not interfere with the external design of the uniform cap or other authorized headgear. Forehead hair (bangs), pony tails, braids, etc., will not protrude from under the headband of the uniform cap or other authorized headgear. Hair shall be secured to the head in such a manner as to prevent it from hanging or swinging freely. The uniform cap will fit firmly and comfortably around the largest part of the head.
 - 2.1.2 A male officer's neck hair will not extend below the top edge of the uniform shirt collar nor cover any part of the ear. A female officer's neck hair will not extend below the bottom edge of the uniform shirt collar.
 - 2.1.3 Sideburns or hair worn in front of the ears will be neatly trimmed and not extend below the lowest part of the ear; be of even width; and end with a horizontal line.
 - 2.1.4 Hair will not be adorned with any type of ornamentation nor be styled, sculpted or carved in radical fashions such as mohawk, Images, logos, etc.
 - 2.1.5 Hair color will be limited to colors that are natural to the human species or conservative artificial variations.
 - 2.1.6 Hairpins, barrettes, hair-clips, or hair-bands should be black, dark blue, or should closely match the natural hair color so as not to be conspicuous.
 - 2.1.7 Decorative hat pins, exposed clips and any other type of ornamentation is prohibited.
 - 2.1.8 An officer's face will be clean-shaven. Mustaches are permissible and will be neatly trimmed; not be excessively bushy, rolled or curled. A mustache will not extend below the upper lip or beyond the outer points of the mouth. Beards are prohibited unless medically necessary with a physician's diagnosis.
 - 2.1.9 A wig or hairpiece will conform to the same standards as stipulated for natural hair.
- 2.2 Members are permitted to use natural shades of make-up in moderate amounts.

3.0 WEARING OF JEWELRY WHILE IN UNIFORM

- 3.1 Officers in uniform may wear a wristwatch and/or medical identification bracelet. Watches and medical identification bracelets shall be silver, gold, black or blue in color.
- 3.2 Engagement and/or wedding rings may be worn however, no more than a total of four (4) rings may be worn while in uniform.

- 3.2.1 All rings must be worn between the hand and the first finger joint.
- 3.2.2 No rings shall be worn on the thumb or forefinger of either hand.
- 3.2.3 No "multiple-finger" rings shall be worn.

3.3 Officers may not wear earrings or ear studs.

3.4 Officers shall not wear any neck jewelry when wearing any open-neck shirt. It may not be visible at any time when worn with any other type of shirt.

3.5 Bracelets, brooches, or any other item of adornment not prescribed to be worn as part of the official police uniform shall not be worn. Bracelets commemorating fallen police officers may be worn but shall be blue and/or black in color and no more than 1" in width. Only 1 bracelet commemorating fallen Police Officers may be worn at any given time.

4.0 BODY PIERCING

4.1 No body piercing jewelry shall be visible. This prohibition includes jewelry worn through a pierced ear, tongue, nose or eyebrows.

5.0 TATTOOS

5.1 No tattoo shall show protruding from the short or long sleeved uniform shirt from the base of the neck (including the exposed part of the chest when wearing a short sleeved shirt) to the top of the head and from the base of the uniform shirt sleeve (including short sleeves) to the tips of the fingers.

5.2 Tattoos on the exposed parts of the arms are prohibited.

5.3 A tattoo deemed offensive shall be covered at all times when on duty.

6.0 FINGERNAILS

6.1 Fingernails shall be kept clean and neatly trimmed at all times.

6.2 Fingernails will not extend more than ¼ inch past the tip of the finger.

6.3 Fingernail polish, if worn, shall be clear.

6.4 Decals or ornamentation shall are not permitted to be worn when in uniform.

7.0 EXCEPTIONS

7.1 Any exception to the above stated policy shall only be permitted after permission is received from the Chief of Police.

Approved by:

10/9/2014

X *C. Campbell* #401

Craig Campbell
Chief of Police
Signed by: Campbell