

Swarthmore Borough Police Department

121 Park Avenue
Swarthmore, Pennsylvania 19081

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June 4, 2019

EXAMINATION NOTICE SWARTHMORE BOROUGH POLICE

The Swarthmore Borough Police Department, located in Delaware County, PA, is accepting applications for the position of FULL-TIME police officer. The Swarthmore Borough Police Department is responsible for providing full-time law enforcement services to Swarthmore and Rutledge Boroughs. A written examination will be held on June 29th, 2019 at 9:00AM, at Swarthmore College, 500 College Avenue, Swarthmore, PA 19081. The requirements for the position are set forth in the Rules and Regulations of the Civil Service Commission, which is available for inspection at the Office of the Borough Manager, Swarthmore Borough Hall, 121 Park Ave, Swarthmore, PA 19081, between the hours of 8:30AM and 4:30PM, Monday through Thursday. Among other requirements, the applicant must meet the following:

- Must be at least 21yrs old.
- Completed Act 120 instruction
- Have the equivalent of two Full-Time years of College credits. (including ACT 120 credits)

In addition to the written examination, applicants will be required to complete an oral examination, a background check, a physical agility test, medical examination, and a psychological examination.

Applications for the examination may be obtained from the Office of the Borough Manager during regular business hours, as noted above, or downloaded from:

<http://www.swarthmorepa.org/DocumentCenter/View/696>

Fully completed applications must be submitted to and receive by the Borough office on or before 4:30PM on June 17th, 2019. A non-refundable application fee of \$40 must accompany each application.

Mail applications to: Swarthmore Borough
121 Park Ave
Swarthmore, PA 19081
Att. Police Application*

*Swarthmore Borough is an equal opportunity employer.

**POLICE OFFICER APPLICATION
SWARTHMORE BOROUGH POLICE DEPARTMENT**

GENERAL INSTRUCTIONS: This application consists of several sections: a questionnaire; a Notification Procedure Release; a Verification; a General waiver; and a description of essential job functions. Every one of these sections must be completed in order for Swarthmore Borough to accept the Application as complete. Print (do not type) an answer to every question. If a particular question does not apply to you, so state with N/A. If space available is insufficient, use reverse side and precede with the number of the referenced block. **DO NOT MISSTATE OR OMIT MATERIAL FACT SINCE THE STATEMENTS MADE HEREIN ARE SUBJECT TO VERIFICATION TO DETERMINE YOUR QUALIFICATIONS FOR EMPLOYMENT.**

QUESTIONNAIRE

1. _____ 2. _____
Last Name First Name Middle Name Social Security Number

3. _____ 3A. (_____)
Alias(es), Nickname(s) Maiden Name, Other Changes in Name Telephone Number

4. _____
Present Residence Address Street/City/State/Zip

5. _____
U.S. Citizen: Native (Yes/No) Naturalization No. Date Place Court

6. _____
RESIDENCES: List all for past ten years beginning with current.

Month & Year		Address	With Whom Did You Live Where Are They Now?
From	To		

POLICE OFFICER APPLICATION (continued)

7. FAMILY: List in order given showing relationship, parents, guardians, stepparents, foster parents, parents-in-law, brothers, sisters, step-brothers and step-sisters. 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 _____

8. 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?

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

10. FINANCIAL STATUS.
Do you have any income from any source other than your principal occupation? (Yes/No) How much? _____

POLICE OFFICER APPLICATION (continued)

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:

11. PAST AND PRESENT MEMBERSHIP IN ORGANIZATIONS:

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

12. 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?

POLICE OFFICER APPLICATION (continued)

_____ 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.

13. EDUCATION:

A. List all elementary, junior high and high schools attended. Attach transcript from last high school attended.

Name	Address	City	Zip	Dates Attended	Dates Completed	Graduated Yes/No
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B. Higher Education. List all colleges or universities attended. Attach transcript from last institution.

Name	City	Zip	Dates Attended From To	Credit Hours Semester/Quarter	Degree Rec'd – Year
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Major and Minor Courses:

POLICE OFFICER APPLICATION (continued)

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

14. 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.)

POLICE OFFICER APPLICATION (continued)

15. FOREIGN LANGUAGE: Enter language and indicate fluency.

Language	Reading	Speaking	Understanding	Writing
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

16. 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
_____	_____	_____
_____	_____	_____
_____	_____	_____

17. HOBBIES AND SPORTS:

Name	Length of Participation	Level of Proficiency
_____	_____	_____
_____	_____	_____
_____	_____	_____

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

From Date	Name & Address of Employer	Job Title	Why did you leave?
_____	_____	_____	_____
To Date	_____	Description of Duties	_____
_____	_____	_____	_____
Salary	Name of Supervisor	Name of Co-Worker	_____
_____	_____	_____	_____

From Date	Name & Address of Employer	Job Title	Why did you leave?
_____	_____	_____	_____
To Date	_____	Description of Duties	_____
_____	_____	_____	_____
Salary	Name of Supervisor	Name of Co-Worker	_____
_____	_____	_____	_____

POLICE OFFICER APPLICATION (continued)

From Date	Name & Address of Employer	Job Title	Why did you leave?
To Date		Description of Duties	
Salary	Name of Supervisor	Name of Co-Worker	

If additional employer blocks are needed, please 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, giving name and address of employer, approximate date, and reasons in each case.

19. 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 veteran's preference?

A. While in the military service were you ever convicted for any crime graded as a misdemeanor, felony or greater offense? If yes, give date, place, law enforcing authority or type of court or court martial, charge and action taken for each incident, using 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.: _____

POLICE OFFICER APPLICATION (continued)

Service and Component: _____

Organization and Station or Unit and address: _____

_____ Status: _____

Indicate reserve obligation, if any: _____

20. SELECTIVE SERVICE:

Last Classification: _____

Selective Service No.: _____ Last Classification: _____

Date: _____ Local Board: _____

Address: _____

21. CHARACTER REFERENCES: List only character references who have definite knowledge of your qualifications for the position of application. List 5 character references. (Do not list relatives, former employers, or persons living outside the United States.)

	Name	Address	Home Phone	Work Phone	Years Known
1.	_____	_____	_____	_____	_____
2.	_____	_____	_____	_____	_____
3.	_____	_____	_____	_____	_____
4.	_____	_____	_____	_____	_____
5.	_____	_____	_____	_____	_____

22. 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, give details.

POLICE OFFICER APPLICATION (continued)

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

24. REMARKS:

I certify that there are no misrepresentations, omissions, or falsifications in the foregoing statements and answers, and that the entries made by me above are true, complete, and correct to the best of my knowledge and belief and are made in good faith.

Signature of Applicant

Date

POLICE OFFICER APPLICATION (continued)

VERIFICATION

The information I have provided in the foregoing Application is true and correct to the best of my knowledge belief and understanding. 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.

Date: _____

POLICE OFFICER APPLICATION (continued)

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 Swarthmore Borough Police Department

If conventional methods fail in attempting to contact the applicant a certified-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 the Swarthmore Borough Police, in writing, of the address change. By affixing your signature to this form the applicant acknowledges that you have read and understood the contents of this procedure.

Date

Signature

POLICE OFFICER APPLICATION (continued)

**WAIVER AND RELEASE FOR
BACKGROUND INVESTIGATION**

I, _____, am presently applying for employment as a police officer with the Borough of Swarthmore, 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 the Borough of Swarthmore.

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 the Borough of Swarthmore. 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 the Borough of Swarthmore, 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 the Borough of Swarthmore 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 the Borough of Swarthmore to conduct a thorough background investigation regarding me that will provide pertinent data for consideration by the Borough of Swarthmore in determining my suitability for employment as a police officer. It is my specific intent to provide the Borough of Swarthmore 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, their 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 the Borough of Swarthmore, regardless of any agreement, written or oral, I may have made with the former employer to the contrary.

POLICE OFFICER APPLICATION (continued)

In addition, I also give the Borough of Swarthmore the right to thoroughly investigate my background, previous employment, education and references in order to ascertain my suitability for service as a Swarthmore Borough employee. I release and hold harmless the Borough of Swarthmore, 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 the Borough of Swarthmore 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 Borough of Swarthmore 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.

Dated: _____

Signature

POLICE OFFICER APPLICATION (continued)

ESSENTIAL DUTIES AND REQUIREMENTS TO BE 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 injured 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.
16. Cooperating with fellow officers and complying with legal instructions and orders of superiors
17. Working rotating shifts of at least twelve (12) hours duration and working weekends and holidays in accordance with published shift schedules;
18. Living within a twenty (20) mile radius of the Borough of Swarthmore; and
19. Having the equivalent of two years of college credits.
20. Have completed Act 120 training and be eligible to be certified as a police officer in Pennsylvania.
21. Be 21 years of age.

I have reviewed the above list of essential job functions for a Swarthmore Borough 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.

Name

Signature

Date