



Haverford Township Police Department

1010 Darby Road
Havertown, Pennsylvania 19083



Hiring Process Frequently Asked Questions

1. Do I need Act 120 (the police academy) to apply?

No, if hired, the Haverford Police Department will send you to the police academy and will be paid a salary while attending. The department pays the tuition and covers the costs of uniforms while attending the academy.

2. Is there a residency requirement to be a Haverford Police Officer?

No, there is no residency requirement.

3. How long is the hiring process?

Upon successful completion of the written examination, oral examination, and physical agility test, candidates are ranked based on their combined written and oral examination score. Backgrounds are then conducted on the top applicants. Depending on the number of positions available and the number of applicants who successfully pass the background, investigators will continue down the list of eligible candidates until either all the positions are filled, or the list expires (two years). The length of the hiring process will vary for each successful candidate based on departmental needs and the candidate's ranking.

4. What are the next steps after completing the written, physical agility tests, and oral exam?

When an applicant reaches the top of the list, an investigator will be assigned to conduct a background investigation. Investigators consider the applicant's past criminal history, driving history, and credit report. Interviews are conducted with family members, references, past employers, and neighbors. If recommended for employment after the background investigation, the applicant will receive a conditional offer of employment and must submit a polygraph, psychological examination, and physical examination by a licensed physician.

5. What is life like in the police academy?

The Municipal Police Academy is a 919 hour program designed to prepare an individual for certification to practice Law Enforcement in the state of Pennsylvania. The academy is not residential, and classes are generally held during business hours Monday through Friday. Additional information may be obtained by searching *Act 120*.



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6. What is the process after a recruit graduates from the academy?

Upon completion of the academy, officers are assigned to the Special Operations Unit for an estimated two-week period. During which they receive initial training on department policies and procedures, and receive initial training to begin the field training stage of employment. Officers are then assigned to one of the four patrol platoons where they ride with a Field Training Officer. Officers are evaluated by their FTOs every week. Upon successful completion of the Field Training Program, officers will be assigned to solo patrol.

7. What is the shift schedule for patrol officers?

While the Haverford Police Department offers a vast array of specialty positions and units, all newly hired officers are assigned to uniformed patrol duties. Patrol officers work 12-hour shifts; rotating every two weeks from day work to night work. Patrol officers are required to work every other weekend and certain holidays depending on their rotation.

8. How long is the probationary period?

The probationary period lasts one year from the date of hire for candidates who are already Act 120 certified. For any candidates who need to obtain Act 120 Training, the probationary period will last one year from the date of completion of Act 120 Training.

10. Will I have the option to ride with a partner during my patrol shift?

Aside from FTO, officers will be assigned to solo patrol.



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11. Does Haverford Police Department offer veterans preference?

Yes. Veterans preference will be given to those eligible claimants who successfully pass all written, oral, and physical agility examinations.

12. I am a member of the Reserves or National Guard, will I be provided paid time off to fulfill my military duty?

Yes. The Haverford Police Department, in accordance with Civil Service regulations, provides 15 days of paid military leave annually.