



RECRUITMENT GUIDE

Falls Township
POLICE DEPARTMENT
2023

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The Falls Township Police Department started in 1950 with the hiring of Franklin Kirby. At that time, he remained the only police officer. By 1959, the department had grown to 28 officers as the population of Falls Township grew with the establishment of the U.S. Steel facility.

Today, the Falls Township Police Department has a force of 53 sworn officers providing police services to the community of 34,300 people who live in the 26.6 square miles of Falls Township. The towns of Morrisville, Fallsington, Fairless Hills and Levittown all have residents within the borders of Falls Township.

The men and women of the Falls Township Police Department work hard to provide the highest level of police services to the community. The Department takes pride in proactively addressing issues through aggressive targeted patrols. Officers are provided with the training and equipment needed to accomplish this mission.

The Falls Township Police Department's 53 sworn officers include the Chief of Police and 3 Lieutenants. The department also has additional clerical and support personnel including a records division, evidence custodian/court liaison and range officers. The Police Department has a fleet of 30 police vehicles.

The Police Department has officers assigned to the Bucks County South SWAT Team, the Bucks County Major Incident Response Team (MIRT), as well as officers trained in traffic crash reconstruction, crisis negotiation, drug investigations and police canine. Currently 13 officers are trained as Emergency Medical Technicians (EMTs).

The Falls Township Police Department pioneered the concept of "Special Populations" to proactively address a wide range of issues including Megan's Law offenders, people suffering with mental illness, drug dependency and addiction and the homeless. The policing model that the Falls Township Police Department uses combines aspects of community-oriented policing, problem-oriented policing, intelligence-lead policing and evidence-based policing with a proactive focus on traffic enforcement and drug enforcement.

The Falls Township Police Department also incorporates the use of co-responders to provide assistance to people who struggle with mental health issues, drug use issues and domestic violence.

The Falls Township Police Department seeks at all times to reduce serious crime, hold offenders accountable, maintain safety and order, reassure the public, provide quality services, use force and authority fairly and effectively and use financial resources fairly, efficiently and effectively.

We believe that every call for service or contact with a citizen is an opportunity to help. Join us, and help make the world a better place!

OUR GOAL

FALLS TOWNSHIP
POLICE
DEPARTMENT



WHAT TO EXPECT

01

MINIMUM QUALIFICATIONS

All successful candidates for the position of Falls Township Police Officer must meet the following minimum qualifications:

1. The applicant must be at least 21 years of age at the time of appointment.
2. The applicant must be a United States citizen.
3. Possession of a valid PA driver's license is required prior to appointment.
4. The applicant must be able to pass a job-related physical and psychological examination.
5. Must establish and maintain residency within 30 miles from Falls Township Headquarters.
6. Must complete and pass the Bucks County Consortium test with a passing grade.

PROCESSING PROCEDURES

Applicants may be rejected for the following reasons:

1. Conviction for any felony or misdemeanor.
2. Discharged or forced resignation from employment or documented job-related disciplinary action.
3. The use of controlled dangerous substances (narcotic/non-narcotic) not prescribed by licensed medical practitioners.
4. Making false statements or falsifying documents in any part of the selection process.

This list is not intended to be all inclusive, and the right is reserved to reject any applicant who does not meet the standards of the Falls Township Police Department.



02

SELECTION PROCESS

APPLICATION

Applications must be completed properly. Failure to complete any part of the application or submission of an incomplete application or form may result in rejection from the testing process. Please read all documents carefully.

PRELIMINARY SCREENINGS

Applications will be screened to ensure that all applicants meet the minimum qualification requirements in the job announcement.

ORAL BOARD INTERVIEW

Successful candidates from the Bucks County Consortium test and who have advanced beyond the preliminary screenings, are being considered for employment and will be invited to an oral board interview.

BACKGROUND INVESTIGATION

A comprehensive background investigation will be conducted on all applicants who are being considered for employment. The background investigation will entail criminal record checks, employment verification/history, military records, driving record, character references, credit check and high school/college graduation verifications on each applicant eligible for employment.

TOWNSHIP INTERVIEW

Candidates successfully completing the background investigation will be invited to an interview with the Township Manager, Assistant Township Manager, Solicitor and community members.

ADMINISTRATION LEVEL INTERVIEW

Candidates advancing beyond the Township interview will be invited to an administrative level interview with the Chief of Police. Successfully passing this interview will result in a conditional job offer requiring successful passage of the below listed examinations.

MEDICAL EXAMINATION

Candidates who receive a conditional job offer will have to undergo a medical examination. All candidates will be advised of the results of their medical examination in writing upon completion of the examination.

PSYCHOLOGICAL EXAMINATION

Candidates who receive a conditional job offer will undergo a psychological evaluation. Candidates will be given a battery of psychological tests. These tests will be used to evaluate/measure an applicant's emotional stability and psychological fitness for police work. Results of all candidate's psychological evaluations will be retained in their confidential applicant file.

POLYGRAPH EXAMINATION

Candidates who receive a conditional job offer will have to undergo a polygraph examination. Candidates will be required to fill out a personal data questionnaire and undergo a polygraph examination.

NOTE: Applicants who fail to meet a scheduled appointment without prior notification will be removed from the hiring process.

EMPLOYEE BENEFITS

04

SALARY



Non-Certified: \$70,964.46

Certified: \$82,124.18

1 Year Patrol: \$93,297.87

SHIFT DIFFERENTIAL



\$2,860.00 paid annually for 1900 - 0700 shift

UNIFORMS/ALLOWANCE



There is a \$953.00 yearly uniform allowance along with a full, new uniform to new employees.

EDUCATIONAL INCENTIVES



Bachelors Degree: 2.75% of salary

Master's Degree: 3.25% of salary

PAID TIME OFF



Vacation

1 year: 40 hours

2 years: 80 hours

5 years: 120 hours

Holiday/Kelly

- 96 hours off with pay in lieu of holidays each year
- Kelly time issued at rate of 1/5 hours for each hour scheduled in excess of 2,080 hours
- 2 personal days (12 hours each) per year



Construction has begun on a new 31 million dollar building.

05 WORKING FOR FTPD

PENSION

- 25 years of service and 50 years old
- 50% of salary averaged in the last 36 months of active duty
- DROP program for 5.5 years
- Additional cash stipend of \$1,700/month towards medical benefits until age 65

HEALTHCARE

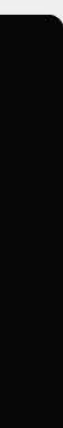
No employee contribution, IBC Personal Choice PPO, Stipend towards Gym Membership

TRAINING

- Firearms at FTPD outdoor range with monthly ammunition for practice.
- Defensive tactics and range training 4 times a year.
- First Aid/CPR training every 2 years.
- EMT officers training every year.

WORK SCHEDULE

All uniform employees are assigned 12-hour work shifts, 14-day rotation. Four patrol squads with two squads assigned to either steady day or night shift.



DEMOGRAPHICS

Population: 34,419

Total Area: 26.6 miles

Land Area: 22.3

Median Age: 36 years

Apartment Complexes: 16

Hotels/Motels: 8

Trailer Parks: 12 (Approximately 1200 Mobile Homes)

High Schools: 2

Elementary Schools: 5

Additional Schools: Private, twilight, alternative, daycares.

CONTACT INFORMATION



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FAIRLESS HILLS, PENNSYLVANIA

