

TOWNSHIP OF LOWER MERION POLICE DEPARTMENT

INTEGRITY

PROFESSIONALISM

RESPECT



2018 SALARY AND BENEFITS

**ANNUAL
COMPENSATION**

Probationary	\$62,612 (Without Act 120 Training)
	\$70,192 (Upon Successful Completion of Act 120 Training)
Grade "D" Officer	\$78,882
Grade "C" Officer	\$84,294
Grade "B" Officer	\$89,255
Grade "A" Officer	\$94,218
Senior Police Officer	\$99,742

(Salaries are annual base wages and do not include shift differential, longevity, holiday pay or overtime)

**WORK SCHEDULE
AND SHIFT
DIFFERENTIAL**

Patrol officers currently work a 12-hour shift schedule with alternating weekends off. Officers are compensated an additional 6.75% of the hourly base wage for hours worked between 3PM and 7AM.

LONGEVITY

Payable the January following 3 years of service, 3.6% of base salary to a maximum of 8.7% at 25 years.

OVERTIME

Overtime is compensated at a rate of one and a half times the hourly rate. Double Time is paid for holidays worked and an extra day off is granted.

VACATION

2 weeks after 1 year	4 weeks after 11 years
3 weeks after 5 years	5 weeks after 19 years

HOLIDAYS

Ten (10) paid legal holidays (80 hrs.) and six (6) personal holidays (48 hrs.) provided upon completion of Act 120 training and probationary period.

MEDICAL PLAN

Medical Insurance, Dental, Vision Care and Prescription Program for Officer and dependents after three (3) months, with contribution by the Officer.

LIFE INSURANCE

\$80,000 Policy while active, paid by the Township. \$10,000 Township policy continued at retirement.

**EQUIPMENT &
TRAINING**

All equipment, uniforms and training are provided to all officers of the department at no cost. Officers are given an annual cleaning allowance after completing one year of service.

RETIREMENT

Officers are eligible for retirement at age 50 with 25 years of service, under the Police Pension Fund. Officers become eligible for vesting after twelve (12) years of service.

**EDUCATIONAL
REFUND**

Township reimburses tuition for pre-approved education courses up to \$1,000.00 per year. A grade of "B" or greater must be attained.

◆◆◆ PROUD TO BE AN EQUAL OPPORTUNITY EMPLOYER ◆◆◆



MISCELLANEOUS *Advanced Police Training Courses*
Motorized Patrol with computer access in vehicles
Crime Prevention Unit
Emergency Response Team
Investigations Unit, including undercover duty
Traffic Safety Unit
Highway Enforcement Team
Bicycle Patrol Unit
Canine Unit
Workers' Compensation
Direct Deposit
Credit Union Membership Available
Deferred 457 Compensation Plan
Employee Assistance Program

(NOTE: This overview has been prepared for informational purposes only. Nothing herein is intended or construed to constitute either an expressed or implied contract between Lower Merion Township and any of its employees.)

CIVIL SERVICE REQUIREMENTS

1. Must be a citizen of the United States of America.
2. Non-resident applicants must agree to establish permanent residence within the five county metropolitan area, including Bucks, Delaware, Chester, Montgomery, and Philadelphia counties in the Commonwealth of Pennsylvania within six (6) months following permanent appointment.
3. Must be at least twenty-one (21) years of age at the date of filing application.
4. Must be a graduate of high school or its equivalent *and* have received 60 credits from an accredited university or college at the date of filing application (credits from Act 120 training combined with additional credits totaling 60 is acceptable);

OR

5 years full-time experience as a municipal or state police officer.

5. Must pass any and all written and/or oral examinations.
6. Must pass physical agility test.
7. Must pass physical and psychological examinations.
8. Must be of good moral character and pass an extensive background investigation.
9. Must have a valid operator's license.

AUTOMATIC DISQUALIFICATION FACTORS

Applicants are advised that the Lower Merion Police Department will automatically disqualify any applicant who does not meet the general requirements as detailed. In addition, the following information is provided regarding our criteria for automatic disqualification:

- Falsification, omission, or misrepresentation of any information during the completion of any documents/processes associated with the employment program.
- Criminal arrests/behavior which would not reflect well on the Lower Merion Police Department. Being found guilty or pleading guilty to any crime involving depravity or conduct that is contrary to justice, honesty or good morals.
- Habitual substance abuse/use within a prescribed time frame and/or that is beyond what is considered experimental.

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