

## **WHAT AGE RESTRICTIONS APPLY TO JOINING THE ABINGTON TOWNSHIP POLICE DEPARTMENT?**

You must reach your twenty-first birthday by the time you graduate from the police academy. There is no maximum age restriction.

## **WILL I GET PAID WHILE I AM ENROLLED IN THE POLICE ACADEMY?**

Absolutely! While in the Academy new hires receive “cadet pay” which is approximately \$28/hr. Upon successful completion of the Academy, pay is increased to the base new hire level.

## **WHEN DO THE POLICE ACADEMY CLASSES GENERALLY START?**

Academy classes begin when a suitable number of recruits have been accepted for training. Actual class sizes vary from session to session. Depending upon the number of available recruits for your class, you may experience a wait of several weeks or even months between your acceptance and the beginning of academy training. The usual time between classes from their start date is two (2) months.

## **HOW DOES THE PAY OF THE ABINGTON TOWNSHIP POLICE DEPARTMENT COMPARE WITH OTHER AGENCIES?**

The Abington Township Police Department’s Officer pay scale is competitive with every police department in the state of Pennsylvania.

- In 2023 the Base Salary for a new hire with no prior police experience is \$87,561. This does not include shift differential which new hires receive once they are assigned to a platoon.
- For those with prior police experience, the Chief of Police has the discretion to increase the starting salary to \$100,131.
- If you are hired and need the Police Academy, while in the Academy new hires receive “cadet pay” which is approximately \$28/hr. Upon successful completion of the Academy, pay is increased to the base new hire level.

## **WHAT ARE THE BENEFITS LIKE?**

The Abington Police Department offers excellent medical, dental, and eye plans for new hires and their family.

## **WHEN CAN I QUALIFY FOR A SPECIALIZED UNIT?**

After you have been employed with the department for three years, you can qualify for the rank of Investigator or join a Specialized Unit.

## **DOES THE ABINGTON TOWNSHIP POLICE DEPARTMENT OFFER A LATERAL TRANSFER PROGRAM?**

Every applicant must participate and successfully complete all phases of the hiring process. This is governed by our Civil Service Rules.

## **WHAT IF I'M ALREADY A POLICE OFFICER AT ANOTHER DEPARTMENT?**

Everyone must participate and successfully pass the entire hiring process. There is no benefit afforded to those who may already be an officer with another department. This is governed by our Civil Service Rules.

## **HOW LONG DOES POLICE ACADEMY TRAINING LAST, AND DO WE STAY AT THE ACADEMY?**

The police academy training period is twenty-one weeks long. Upon becoming a sworn officer, you will have an additional twelve weeks of Field Training. Housing is not provided at the academy; you attend class during the day and go home afterward.

## **DOES THE ABINGTON TOWNSHIP POLICE DEPARTMENT SUPPLY SWEAT PANTS AND SHIRTS?**

No, you will be required to pay for all of the necessary physical training gear. The Abington Township Police Department does provide your uniform.

## **WHAT IF I AM A STUDENT? CAN I GO TO SCHOOL AND BE A POLICE OFFICER AT THE SAME TIME?**

The Abington Township Police Department encourages every officer to find time to increase their education, but basic law enforcement training is extremely demanding, and the requirements of the department take priority. Employees may be eligible to receive tuition reimbursement if they are enrolled in an accredited institution of higher learning.

## **WHEN ARE YOU HIRING AGAIN?**

We typically test every year to keep a current list of candidates. At this time, we expect to start accepting applications in the spring with the testing process to take place (Written, Physical, and Oral Interview) during the summer.

## **WHAT ARE THE MINIMUM QUALIFICATIONS TO BE HIRED BY YOUR DEPARTMENT?**

- Be at least 21 years of age.
- Be a U.S. Citizen
- Possess a high school diploma or GED.
- Possess a valid drivers license.
- Be physically & mentally fit to perform the duties of police officer.
- Must comply with Personal Appearance Policy, [General Order 41.3.4](#)

## **WHAT IS THE WRITTEN TEST LIKE?**

The written test is usually a multiple-choice style test. The exact test is updated and produced by the testing company selected by the Department. The test can, and has changed over the years...however, it has been a reading/comprehension style test with various facets. Scoring is done by the testing company via a scantron form completed by the candidate.

## **HOW CAN I STUDY/PRACTICE FOR THE WRITTEN TEST?**

There are various online resources that will help prepare candidates for the written test. In addition, once selected, the testing company usually offers a study guide as well as additional options to assist in preparing for the written test.

## **HOW DO YOU SUGGEST I BEST PREPARE FOR YOUR TESTING PROCESS?**

- Start reading and studying online sources to prepare you for police entrance exams.
- Start your physical training NOW!
- Research Abington Township and all it has to offer.
- Talk to officers from Abington and/or any other police department – ask for their guidance and advice.

## **HOW CAN I BE NOTIFIED WHEN YOU START ACCEPTING APPLICATIONS?**

Want to receive e-mails about upcoming tests? Click [here](#)

## **HOW DOES MY MILITARY SERVICE APPLY TO YOUR HIRING PROCESS?**

If you are a military veteran, or a reservist who has completed his/her first obligated term of service you may receive 10 additional points at the completion of the testing process. Candidates must successfully complete all phases of testing for the 10 points to apply. Failure or failing to meet any requirement during the process precludes candidates from being awarded the 10 points. We encourage those who may have any question regarding Military service to reach out to the department as there may be other variables that apply where individuals may or may not be awarded points. This is governed by the USERRA Act and Pennsylvania law.

## **CAN I HAVE TATTOOS?**

Yes....BUT. Tattoos, Branding or Intentional Scarring as defined by this department shall not be visible to the public. Tattoos, brands, or intentional scars shall be covered when on duty by uniform or business attire if in plain clothes. Tattoos, brandings or intentional scarring are not permitted on the face, neck ears, scalp, or hands. Exceptions may be made for female employees for permanent makeup (e.g. eyeliner, lip liner) that conforms to the makeup guidelines found in this policy. Tattoos, brandings or intentional scarring that are gang related; that convey sexual, racial, religious, ethnic or racial intolerances; that promote a partisan political statement or expression; or that portray derogatory or offensive characterizations contrary to the values of this department are prohibited. Click [HERE](#) for our policy.

## **DO I NEED THE ACADEMY BEFORE YOU HIRE ME?**

No. In fact, if you need to attend the Police Academy and we hire you, we will pay for the Academy and your uniforms. You will also receive Cadet Pay (approx. \$28/hr. in 2023) while attending the academy.

## **WHAT IS THE RETIREMENT AGE?**

To retire with a full pension, you must have attained the age of 50 and completed 25 years of service.

## **WHAT SHIFTS DO OFFICERS WORK?**

Our patrol officers work a 12-hour schedule; 0630-1830hrs (day work) and 1830-0630hrs (night work). They rotate between day work and night work every two weeks. On the 12-hour shift rotation, officers have every other Friday, Saturday and Sunday off.

## **WHAT OPPORTUNITIES ARE THERE WITHIN THE DEPARTMENT?**

There are many opportunities within the department. With several divisions and as many, if not more specialties within the divisions, opportunities exist for new officers as well as more tenured officers. K9, Traffic Safety, Detectives, Special Investigative Unit, Special Victims Unit, Community Policing, Tactical Team, Firearms Instructor, Use of Force Instructor, Drone Operator, are just a small portion of the opportunities that are available to officers.

**STILL HAVE MORE QUESTIONS?** We would be happy to answer them for you. click [here](#) to speak to a recruiter.

We look forward to seeing you in our next process!