

RUSH TOWNSHIP, SCHUYLKILL COUNTY  
COMMONWEALTH OF PENNSYLVANIA

RESOLUTION NO. 2030-18

WHEREAS, the Rush Township Police Department consists of a full-time Chief of Police and several part-time police officers who individually work no more than 32 hours per week; and

WHEREAS, part-time police officers, by their nature, come with all different levels of experience and different abilities to commit hours to Rush Township work; and

WHEREAS, Rush Township has found that a one-size-fits-all wage for part-time officers does not take proper account of the different levels of experience and commitment to the Township; and

WHEREAS, even the most experienced part-time police officers need a period of time in the employ of Rush Township in order to acquaint themselves with peculiar aspects of Rush Township bearing on police work, such as geographical boundaries and make-up, and knowledge of Rush Township ordinances; and

WHEREAS, Rush Township currently has a Rush Township Police Department Field Training Program (hereinafter throughout this Resolution to be abbreviated as "FTP") administered by the Chief of Police; and

WHEREAS, although the FTP on paper requires 360 hours in the employ of Rush Township before an officer completes said program, the Chief of Police has historically either increased or decreased the number of hours required to be logged before completion of said program based on the officer's performance within it, for example very inexperienced officers fresh out of the police academy have seen their required hours increased, and very experienced officers who have worked over several years in other jurisdictions have seen their required hours decreased, to be determined on a case-by-case basis in the discretion of the Chief of Police; and

WHEREAS, the Board of Supervisors desire to pay part-time officers different rates of pay while they are in the FTP (at which time other officers or the Chief may be spending part of their time or their shifts supervising and training the officer in different aspects of the job both generally and as peculiar to Rush Township), and when they completed said program and have been certified by the Chief of Police as fully trained in proper Rush Township procedures;

NOW, THEREFORE, be it RESOLVED as follows:

1. The Rush Township Board of Supervisors hereby approves the practice of the Chief of Police using the 360 hours of the FTP that is stated on paper as a guideline rather than a rule, and

adjusting the hours on a case-by-case basis in his discretion as to the number of hours required to certify a particular officer as ready and able to perform the functions of a Rush Township police officer on their own without further training and extra supervision.

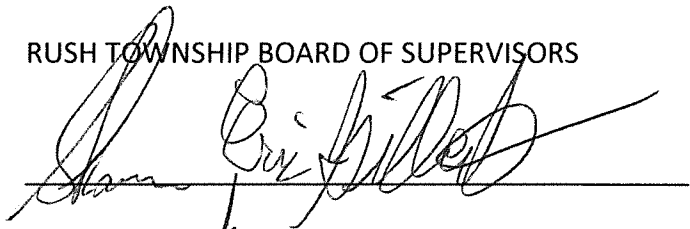
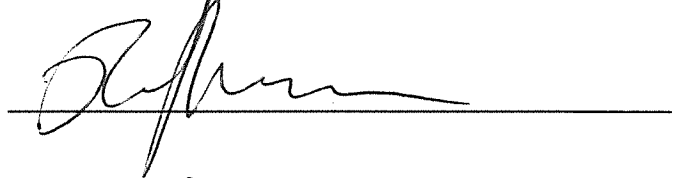
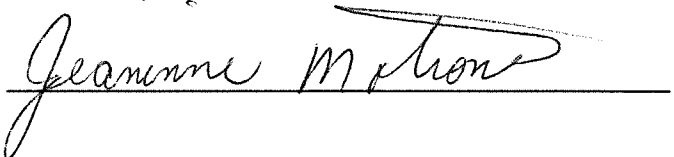
2. A part-time officer shall enter the FTP upon being hired by Rush Township.
3. A part-time officer, while in the FTP, shall be paid at the rate of \$16.00 per hour.
4. A part-time officer, following certification by the Chief of Police of completion of the FTP, shall be paid at the rate of \$20.00 per hour (as was most previously set at the 2020 Re-Organization meeting), or at whatever rate the then-existing regular hourly rate is as set at the most recent Re-Organization meeting.
5. In order to certify an officer as having completed the FTP, the Chief of Police shall deliver a written statement to the Secretary, for placement in the officer's personnel file, to the effect of "Officer \_\_\_\_\_ has completed the requirements of the Rush Township Police Department Field Training Program", and thereafter the Secretary shall adjust the officer's hourly rate.
6. The rates stated in Paragraphs 3 and 4 are adjustable from time by either future Resolution or future vote by the Board of Supervisors at a public meeting.
7. The terms of this Resolution are effective immediately.

RESOVLED this 15<sup>th</sup> day of October, 2020.

SECRETARY ATTEST

  
\_\_\_\_\_

RUSH TOWNSHIP BOARD OF SUPERVISORS

  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_