

September 7, 2011
Curtis Hall

A regular meeting of the **PUBLIC SAFETY COMMITTEE** was held tonight, J. Andrew Sharkey, Chairman, presiding. Members present were Commissioners Hampton, Haywood, McKeown, Simon and Swavola. Also present was Ex-Officio Member Portner. Staff present were Joseph Bagley, Wisler Pearlstine LLC; Bryan T. Havir, Assistant Township Manager; Kenneth Hellendall, EMS Director; Rudy Kastenhuber, Public Works Coordinator; David Lynch, Director of Engineering, Zoning and Inspections; John J. Norris, Chief of Police; Joseph O'Neill, Fire Marshal; and David G. Kraynik, Township Manager. A Public Attendance List is attached.

Mr. Sharkey called the meeting to order.

1. Emergency Management Coordinator Kenneth Hellendall reviewed the preparation plans for and action taken during Hurricane Irene including the schedule of the Emergency Operations Center; the peak hurricane hours; power outages; vehicle rescues; and downed trees. No injuries were sustained. Hurricane costs are estimated at approximately \$900,000, which includes damages, salaries, overtime, and rental equipment. The Township will be pursuing state and federal reimbursement.

The Committee thanked all personnel involved.

2. Chief Norris reviewed the Police Activity/Community Policing Unit, Clearance and Juvenile Contact Reports for the month of July, 2011.

3. The Committee reviewed a proposed Ordinance to the Traffic Code that would **add** the following:

CHURCH ROAD:

NO TURN ON RED onto northbound Greenwood Avenue
NO TURN ON RED onto southbound Rices Mill Road
NO TURN ON RED onto northbound Limekiln Pike

GREENWOOD AVENUE:

NO TURN ON RED onto eastbound Church Road
NO TURN ON RED onto westbound Church Road

HARRISON AVENUE:

STOP STREET at Cedar Road

MAPLE AVENUE:

NO LEFT TURN at Washington Lane

RICES MILL ROAD:

NO TURN ON RED onto eastbound Church Road
NO TURN ON RED onto westbound Church Road

Chief Norris reported that the Harrison Avenue restriction is due to a sight distance issue, and the Maple Avenue and Rices Mill Road restrictions are PennDOT recommendations. It is PennDOT's position that the "No Left Turn" at Maple Avenue onto Washington Lane is a sight distance and safety issue.

There were public comments:

a. Alex Moretsky, 7910 Cedar Road, stated that he has been requesting the Cedar Road restriction and asked how long it takes for the signs to be installed. The procedure was explained to him.

b. Louis Mande, 7919 Cedar Road, supported the Cedar Road restriction and asked if residents needed to attend the Commissioners meeting to support its adoption. He was told it would not be necessary.

4. Extensive discussion ensued regarding the proposed "No Left Turn" from Maple Avenue onto Washington Lane. Chief Norris reviewed PennDOT's report and recommendation that said restriction be permanent. Originally, the restriction was to be only for the duration of the Greenwood Avenue Bridge construction project but it is PennDOT's opinion that sight distance and crossing a wide roadway are permanent safety issues at that intersection.

In response to Mr. Sharkey's question about liability if the Township did not comply with PennDOT's recommendation, Mr. Bagley stated that in the case of a Stop Sign there is no exception for immunity. PennDOT provided the Township with a condition, and a litigant can point to PennDOT's recommendation of a dangerous condition. There is exposure if the Township does not comply with PennDot's recommendation.

Mr. Haywood asked if the Township's exposure is reduced if the Township installs a "dangerous intersection" warning sign after the completion of the bridge project instead of a Stop Sign. Mr. Bagley responded that he would have to review this.

Ms. Hampton questioned the reason for the recommendation when there were no prior problems at said intersection. Chief Norris responded that PennDOT is reviewing all the routes that have to be changed due to the bridge project, and this intersection caught their attention as a result.

In response to a question from Mr. Sharkey, Chief Norris stated that PennDOT can be asked to re-evaluate the intersection once the bridge project is complete.

Mr. Simon asked that since Maple Avenue is not a state road, whether or not PennDOT has the right to impose this restriction. Chief Norris responded that PennDOT has the right because traffic is entering onto a state road. It was Mr. Sharkey's opinion that if the Township did not comply with PennDOT's recommendation, it is open for liability, and the Township needed to determine what risk it wants to take.

There were public comments:

Edith Cerebi, 300 Maple Avenue, opposed the proposed Maple Avenue restriction. She disagreed that the turn was dangerous; she has made the turn thousands of times; she supported it for the duration of the bridge project but not permanently; she thought PennDOT wants the restriction so motorists not familiar with the area do not go straight through the intersection; she questioned if PennDOT reviewed the accident history; she felt that the Heacock Lane intersection was more dangerous; she felt the restriction should be revisited; she presented a map of the new route that residents will have to take

during bridge construction; she felt there was no public input and was a done deal after the first survey.

Mr. Kasthuber explained how the detour was planned in conjunction with PennDOT, Township Staff and residents' input. The Township wanted said restriction to be temporary but PennDOT recommended the permanency.

Chief Norris stated that PennDOT believes that crossing two (2) lanes of traffic to go north is dangerous.

Mr. Sharkey stated that PennDOT will have a public meeting to discuss the bridge project, and residents could address their concerns with PennDOT at that time. He felt the Township has reviewed the opinion of the Police Department, Staff, PennDOT and the Solicitor and has the option to ignore the recommendation but has to consider the risk and weigh the consequences. Mr. Sharkey stated that the Commissioners want to listen to the residents but felt that the Township should make its decision based on the Solicitor's recommendation.

James Custer, 209 Kent Road, wanted it confirmed that Maple Avenue would be one-way. It was confirmed. He felt the restrictions were due to unfamiliarity with the road conditions and the volume of increased traffic as a result of the bridge construction. He asked if there was a traffic study done.

Mr. Kasthuber stated that these two items are the result of an observation while PennDOT was doing the traffic study and are additional conditions.

In response to a question from Mr. Haywood, Ms. Cerebi described the route residents would have to take to get to Washington Lane if the turn restriction remained, i.e. via Greenwood Avenue, over the bridge, and then either right to Township Line Road or straight through Jenkintown. She felt it was a long way around and would use more gas.

Mr. Portner felt that the issue appeared to be the inconvenience of the residents versus the safety of the community. Ms. Cerebi did not believe her suggestion was dangerous. She has made the turn safely for years.

Melanie Vallerio, 173 Fernbrook Avenue, stated that the restriction during the construction is understandable. One of the alternate routes is going out Heacock Lane to Church Road, turning left on Church Road, to the light and then to Washington Lane. In her opinion, that intersection is more dangerous. She felt the line of sight is shorter, there is a school, children walk from the train station and cross Church Road at that intersection. Greenwood and Glenside Avenues flood, which could be problematic for residents. Residents will only have a right turn at Washington Lane in an emergency.

Irv Greenberg, 166 Fernbrook Avenue, stated that residents have been making that turn for years.

Mr. McKeown stated that when the bridge project concludes, the restriction can be revisited.

Mr. Simon stated that if the restriction was lifted after the bridge construction, the residents of Maple Avenue could sign releases exonerating the Township but this would not cover non-residents, and there would still be a liability issue.

At the recommendation of Mr. Kraynik, the Committee unanimously agreed to include a "One Way" restriction on Maple Avenue from Heacock Lane to Washington Lane for the duration of the bridge construction detour to the Ordinance.

In response to a question from Mr. Swavola, Mr. Kraynik stated that the Maple Avenue "One Way" restriction will go into effect shortly before the detour begins and for the duration of the detour. In response to a question from Mr. Simon, Chief Norris advised that PennDOT wants the "No Left Turn" at Maple Avenue onto Washington Lane to go into effect immediately.

5. Upon motion of Mr. Haywood, and unanimously approved by the Committee, it was recommended to the Board of Commissioners the adoption of an Ordinance amending Chapter 285, thereof, entitled "Vehicles and Traffic" contingent upon the "No Left Turn" restriction on Maple Avenue at Washington Lane being revisited after the bridge construction project is completed, and the "One Way" restriction on Maple Avenue from Heacock Lane to Washington Lane commencing shortly before the bridge project and only for the duration of the bridge project (see attached).

6. The Committee reviewed proposed Civil Service changes for the Police Department. Chief Norris reviewed the changes. Mr. Sharkey asked for an explanation of the changes to the written exam. Chief Norris stated that the Police Department has been working with the NAACP to enhance the testing process in order to recruit more minorities. Said changes are in accordance with changes taken by the City of Chicago. He explained the new process. There is a Supreme Court decision on a Chicago case about testing. Mr. Bagley researched the case and has opined that the Township's Police Department should change its testing system in accordance with the Supreme Court's decision.

Chief Norris reviewed the process, i.e. the written test will be given to all candidates; those who pass with a score of 70 or above will then take the agility test, which has to be passed

as per the Educational Training Commission; candidates who pass the agility test will go into a pool from which the Township will pick the first 50 candidates via a random selection for oral interviews; they will be ranked after the oral interview; veterans will receive the veterans' preference points at that time; hiring will be done from that 50; and after the first 50, the next 50 candidates will be determined via the same process.

Mr. Sharkey asked how the veterans' scores are determined and if any other municipality in Montgomery County is following this procedure. Chief Norris responded that the written test comprises 60% of the final score, and the oral exam comprises 40% of the score. A veteran will get 10 more points on top of the final score. In addition, all candidates must pass the background and other investigations and a polygraph test. Chief Norris was not aware of any other county municipality following this procedure.

In response to a question from Mr. McKeown, Chief Norris stated that any candidate with any type criminal record would not be accepted.

In response to a question from Mr. Simon, Chief Norris clarified the field training process.

Mr. Sharkey questioned how random selection would benefit minorities and asked about the Police Department's current methods of recruiting. Chief Norris stated that the Police Department has been unsuccessful in attracting minorities. The major cities hire many more officers than the Township, which has not hired since 2008. It has been difficult for minority candidates to get to the top of the list. Mr. Bagley reviewed the Supreme Court case, which is drawn from very large cities that are randomly selecting from a lot of applicants. From a large selection of candidates, there is bound to be minorities. Because the Township's numbers are smaller, random selection may not work as well but it is the law. Regarding recruiting, Chief Norris stated that this year the Police Department sent out 136 letters and posters to agencies,

schools, universities, and did various media advertising, including a Spanish language newspaper. There was a recent request for literature from Rutgers University and Delaware Valley College.

7. Upon motion of Mr. Sharkey, and unanimously approved by the Committee, it is recommended to the Board of Commissioners the adoption of a Resolution amending the Police Civil Service Rules and Regulations regarding the recruit examination process (see attached)

8. Upon motion of Mr. McKeown, and unanimously approved by the Committee, the Police Activity/Community Policing Unit, Clearance and Juvenile Contact Reports for the month of July, 2011 were accepted.

9. Upon motion of Mr. Haywood, and unanimously approved by the Committee, the Report of the Fire Marshal for the month of August, 2011 was accepted.

10. Upon motion of Mr. Sharkey, and unanimously approved by the Committee, the Report of the EMS Director for the month of August, 2011 was accepted.

11. Upon motion of Mr. Haywood, and unanimously approved by the Committee, the Report of the Emergency Management Coordinator for the month of August, 2011 was accepted.

12. Under Citizens' Forum:

a. Robert and Iris Hammarguist, 812 Glenside Avenue, opposed the Stop Sign that was removed from Waverly Road and installed at Glenside and North Avenues. She claimed that the residents want it moved back to the intersection of Waverly Road and Glenside Avenue. Since it has been installed at North Avenue, there has been an accident; residents cannot enter/exit their driveways safely; there are dangerous inclines; residents' safety has been compromised; there's a public bus stop and school bus stop; there's a deaf child on North Avenue, and the Stop Sign makes it challenging; it is difficult for large trucks to turn; and it has not achieved the desired affect on Waverly Road.

Ms. Hampton stated the following: she is planning a community meeting; she was contacted by several residents; she witnessed the issues with turning trucks; she saw the school bus stop. Ms. Hampton understood Mrs. Hammarquist's concerns.

Mr. Hammarquist presented a petition from residents supporting moving the Stop Sign back to Waverly Road and Glenside Avenue.

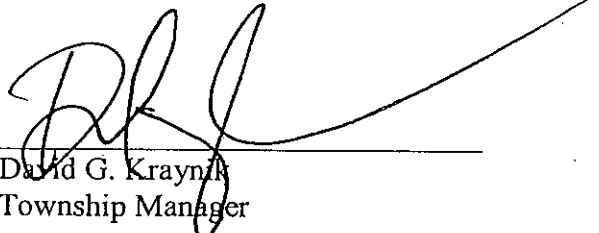
Mr. and Mrs. Hammarquist were told that the Township would consider their concerns.

b. Joseph Stuckert, Chief of the Glenside Fire Company, reported on the actions of the volunteer Fire Companies during Hurricane Irene. He stated that in a 25-hour period, there were over 100 staff members that put in 1500 man-hours, and there were 100 responses.

Mr. Kraynik noted that the Fire Companies went door-to-door evacuating at the height of the storm and were a significant factor in keeping the community safe.

c. James Custer, 209 Kent Road, had public safety concerns for people getting to the Wyncote/Jenkintown Train Station during bridge construction. Mr. Sharkey suggested that he ask PennDOT when it has its meeting, and contact Chief Norris.

There being no further business, upon motion of Mr. Haywood, and unanimously approved by the Committee, the meeting was adjourned.



David G. Kraynik
Township Manager

as per Anna Marie Felix

PUBLIC AFFAIRS COMMITTEE MEETING, 7:30 p.m.
PUBLIC SAFETY COMMITTEE MEETING, 7:45 p.m.
BUILDING AND ZONING COMMITTEE MEETING, 8:00 p.m.
 Wednesday, September 7, 2011, Curtis Hall

PUBLIC ATTENDANCE LIST

<u>NAME</u> <i>(Please print clearly)</i>	<u>ADDRESS</u>	<u>PHONE or E-MAIL</u>
Kaye Gallagher	2 Waverly Rd Wyncote	kayestratpac.k@aol.com
LISA RITTLER	2641 LAUREL RD GLENBIRD	LISARITTLER@gmail.com
Francine Hunter-Bode		bowoft@aol.com
Jim Custer	Wyncote,	Jim.Custer@verizon.net
Lou Mande	7419 CEDAR RD, SLYKS PARK	lou.mande@gmail.com
Alex Moretsky	7910 CEDAR RD Elkins Park	alex.moretsky@yahoo.com
Melanie Valerio	173 Fernbrook Ave	Mel4thepeople@aol.com
Matti Honto	1113 Orleans Rd Chairman PA	mh44@verizon.net
Isaac/Rodney	7845 M. H Rd	215-635-2171
IRY GREENBERG	168 Fernbrook	215-886-3372
Emily Stine	101 Cliffs Ter	215-277-5733 stine.emily@gmail.com
IGD CEREBI Edith Cerebi	Wyncote	srhooe@comcast.net
Monica Liggins	Wyncote	mliggins@comcast.net

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PUBLIC ATTENDANCE LIST

<u>NAME</u> <i>(Please print clearly)</i>	<u>ADDRESS</u>	<u>PHONE or E-MAIL</u>
Bob Hammerquist	818 Glenview	hammerj@comcast.net
Mrs Hammerquist	"	"
ED DORNHEIM	215 HARRISON	eddornheim@aol.com
PETER OSTROJANSKI	325 HIGH	215-635-5516
John RIEHMAN/MURPHY	200 W. 12th Street Apt 1 Jenkintown PA 19046	215 756-2772

ORDINANCE NO.

AN ORDINANCE TO AMEND THE CODE OF THE TOWNSHIP OF CHELTENHAM, CHAPTER 285 THEREOF, ENTITLED VEHICLES AND TRAFFIC, BY AMENDING CERTAIN STREET AND PARKING REGULATIONS.

The Board of Commissioners of the Township of Cheltenham hereby ordains:

SECTION 1. The Code of the Township of Cheltenham, Chapter 285, Article IV, entitled Schedule of Traffic Regulations, Section 285-43 thereof is hereby amended by **ADDING** the following:

- | | | |
|------------------|------|--|
| CHURCH ROAD | (26) | NO TURN ON RED onto northbound Greenwood Avenue. |
| CHURCH ROAD | (27) | NO TURN ON RED onto southbound Rices Mill Road. |
| CHURCH ROAD | (28) | NO TURN ON RED onto northbound Limekiln Pike. |
| GREENWOOD AVENUE | (27) | NO TURN ON RED onto eastbound Church Road. |
| GREENWOOD AVENUE | (28) | NO TURN ON RED onto westbound Cedar Road. |
| HARRISON AVENUE | (16) | STOP STREET at Cedar Road. |
| MAPLE AVENUE | (9) | NO LEFT TURN onto Washington Lane. |
| MAPLE AVENUE | (10) | ONE WAY, southbound, Heacock Lane to Washington Lane. This addition shall become effective to coincide with the state detour for the Greenwood Avenue Bridge Replacement Project and terminate with the end of the detour. |
| RICES MILL ROAD | (16) | NO TURN ON RED onto eastbound Church Road. |
| RICES MILL ROAD | (17) | NO TURN ON RED onto westbound Church Road. |

SECTION 2. That in all other respects Chapter 285 of the Code of the Township of Cheltenham is hereby approved and accepted as amended, and shall continue in full force and effect.

SECTION 3. This Ordinance shall take effect and be in force from and after its approval as required by law.

ENACTED into an Ordinance this **21st day of September, A.D., 2011.**

BOARD OF COMMISSIONERS
TOWNSHIP OF CHELTENHAM

By _____
Harvey Portner, President

ATTEST: _____
David G. Kraynik, Secretary

CHELTENHAM TOWNSHIP

RESOLUTION NO. ____-11

BE IT RESOLVED this ____ day of _____, 2011 that the Cheltenham Township Police Civil Service Personnel Rules and Regulations shall be amended as follows:

WHEREAS, a change in Civil Service Rules and Regulations has been recommended by the Police Chief and the Township Manager; and

WHEREAS, this change affects the Civil Service Rules and Regulations Sections: 5.01 B Application for Examination, 5.01 C Qualifications of Applications, 5.01 E Written Examination, 5.01 F Agility Test, 5.01 G Oral Examination, 5.01 I Explanation of Scope Compilation, 5.02 A Certification, 5.02 C Probationary Period, 5.04 E Vacancies, 5.05 C Pregnancy, 5.05 H Removal for Reasons of Economy.

NOW THEREFORE, the Cheltenham Township Police Civil Service Personnel Rules and Regulations shall be amended as follows:

Civil Service Regulations

All references within this document to be changed from Police Force to Police Department.

Section 5.01 B. Application for Examination

Each person desiring to apply for examination shall file with the Commission an application on the form provided, in which the applicant shall state under oath or affirmation:

- (a) Full name and present residence address;
- (b) Citizenship;
- (c) Condition of health and physical capacity for public service and ability to perform essential job functions with or without accommodation;
- (d) Business, or employment, and residence for the previous ten (10) years;
- (e) Education, record, including special training or experience, applicant shall submit certified copies of any and all educational transcripts;
- (f) Armed Forces;
- (g) Such other information as the Commission may require;
- (h) Attainment of age 21.

Each such applicant shall agree in writing that, if appointed to a position on the Police Department, he/she will attend and complete the course of training mandated by the Commonwealth of Pennsylvania and any other police training school, if and when such training shall be assigned by the Chief of Police, and/or at such other school of training to which assigned.

Section 5.01 C Qualifications of Applications

Applications for positions on the Police Force must have the following qualifications:

- (1) **CITIZENSHIP** – Must be a citizen of the United States of America.
- (2) **RESIDENCE** – Applicants for a position on the Police Force will be accepted from residents and non-residents.
- (3) **AGE** – Not less than 21 years of age at the date of hire.
- (4) **OPERATOR'S LICENSE** – Possess a valid operator's license.
- (5) **PHYSICAL** – It is mandatory that applicants meet all of the following physical requirements.
 - (a) **Physical Stature**: The applicant must be of appropriate physical stature, commensurate with the duties and responsibilities of a patrol officer of the Police Department.

Weight must be in proportion to height. When an applicant is weighed in street clothing, four (4) pounds will be subtracted for the clothing.
 - (b) **Vision**: The applicant must have normal depth perception and normal color perception and have:

20/70 or better dominant eye without correction
20/20 or better dominant eye with correction
20/200 or better weak eye without correction
20/40 or better weak eye with correction
 - (c) **Hearing**: Ability to clearly distinguish a whispered voice with each ear at a distance of ten feet (10') without the use of mechanical aid.
 - (d) **General Physical Condition**: Absence of disease of the heart and blood vessels with a maximum blood pressure reading of 150/90. Absence of abnormalities of the lungs, abdominal organs and extremities including bones and joints. Absence of hernia, active or recurrent pilonidal sinus disease. No varicosities, skin abnormalities or disfigurements. Absence of mental, nervous or psychoneurotic conditions. Any condition or defect which may be aggravated under an intensive course of training will contribute to the rejection of an applicant including, but not limited to: major injuries to the muscles, tendons, ligaments, bones, or joints that would limit the ability of the applicant to perform any police duties.
 - (e) **Tattoos**: Applicants must be free of tattoos on the face, ears, neck, or any objectionable tattoos that are visible when wearing the Cheltenham Township Police Department uniform.
- (6) **EDUCATION** – Must be a graduate of a high school or its equivalent GED.
- (7) **CHARACTER** – Must be of good moral character. Must supply names and addresses of references from three (3) citizens of the United States.
- (8) **EMPLOYMENT** – An employment history is required. The applicant should provide a complete employment history as requested by the Police Force.

Section 5.01E Written Examination

Applicants for appointment to the Police Department must pass with a grade of 70 percent or better to move to the next step in the process. This test will be a general adaptability examination for police officers, which examination shall be practical in character and relate to such matters and include such inquiries as will fairly test the merit and fitness of the persons examined to discharge the duties of the employment sought by them. Upon cause shown, Assessment centers may be given as an alternative or complement to the written examination, the nature of which will be determined according to need on a case by case basis.

Section 5.01 F Agility Test

All applicants passing the written examination by 70% shall undergo and successfully complete a Physical Agility Test. Said test will be administered by the Cheltenham Township Police Department and must be accomplished prior to being selected to the oral examination. Said agility test shall consist of the following:

- (1) Bench Press – All applicants will be required to complete one full repetition of a bench press using free weights at the designated percentage of their body weight as determined by the MPOETC 30th percentile age and gender standard.
- (2) Sit-Ups – All applicants will be required to complete a number of sit-ups in one minute as determined by the MPOETC 30th percentile age and gender standard.
- (3) 300 Meter Timed Run – All applicants will be required to complete a 300 meter run. The time allowed for completion of the run is determined by the applicant's MPOETC 30th percentile age and gender standard.
- (4) 1.5 Mile Timed Run – All applicants will be required to complete a 1.5 mile timed run. The time allowed for completion of the run is determined by the applicant's MPOETC 30th percentile age and gender standard.

Requirements 1 through 4 are age and gender normed as dictated by the Municipal Police Officers Education and Training Commission ("MPOETC"). The standards for completion of these events are supplied by MPOETC. Applicants must pass the test at the MPOETC 30th percentile. Applicants will be expected to pass the same examination at the 50th percentile to successfully complete Act 120 (Basic Police Academy) training. Applicants will be allowed two (2) opportunities to successfully complete each event. Successful completion of all events is required to pass the Physical Agility Test.

Applicants must sign a "Hold Harmless Agreement" releasing Cheltenham Township, the CTPD and the test administration personnel from liability for any injuries that might occur and verify that the applicant is medically and physically able to perform the physical task test safely.

Section 5.01 G Oral Examination

All applicants that pass the written test and the physical agility test will be eligible for the oral examinations. Fifty (50) candidates will be selected to take the oral examination by random selection. Those candidates will be graded in rank order on the oral examination. All veterans will receive veteran's preference points at this time. Candidates will proceed to the next step in the selection process

If this list of fifty (50) is exhausted for any reason then another fifty (50) candidates will be selected by random selection and compete as per the procedure listed above.

Section 5.01 I Explanation of Scope Compilation

The examination of applicants for the position of patrol officer shall include, in addition to the written, physical agility test and oral, the physical and psychological examinations, and background investigations.

Section 5.02 A Certification

The Township Manager shall notify the Commission of any vacancy in the Police Department which is to be filled by appointment and shall certify from the eligible list, as provided for in Article VIII, Section 8.07 of the Personnel Code, for each vacancy which is to be filled. The Commission shall determine the names of the (3) persons thereon who have received the highest average in the last preceding examination held within twenty-four (24) months next preceding the date of the request for such eligible's who are currently Act 120 certified. If there are not three (3) such eligible candidates the Commission would consider individuals who have the highest average in the past preceding examination who are not Act 120 certified. The Township Manager shall thereupon, with sole reference to the merits and fitness of the candidates, make an appointment from the three (3) names certified, giving preference to any of the three (3) candidates that are Act 120 Certified Officers first before those that must be sent to school, provided the Township Manager makes no objection to the Commission as to one or more of the persons so certified, for any of the reasons stated in Section 5.01D of these Rule and Regulations. Should the Commission sustain such objections, it shall thereupon strike the name of such person or persons from the eligible list and certify the next highest name for each name stricken off. If an appointment is made from or among the names of the applicants not appointed, unless stricken off for cause, said names shall be returned to the Commission.

Section 5.02 C Probationary Period

All original appointments to the Police Department shall be for a probationary period of one (1) year, but during the probationary period, an appointee may be dismissed only for cause as specified in Section 5.01D of these Rules and Regulations. If, at the close of the probationary period, the conduct, fitness or attitude of the probationer has not been satisfactory to the Chief of Police, the probationer shall be notified in writing by the Township Manager that he/she will not receive a permanent appointment. Thereupon, his/her appointment shall cease; otherwise, his/her retention shall constitute a permanent appointment. Applicants who require Act 120 training do not start their formal probationary period until they have successfully graduated from a MPOETC certified police academy and start in service / field training with this Police Department.

Section 5.04 E Vacancies

The Township Manager shall notify the Commission of any vacancy in the Police Department above the position of Patrol Officer which is to be filled by promotion and shall request certification of a list of eligible's.

The Commission shall thereupon certify to the Township Manager for promotion from the eligible list, as provided for in Article VIII, Section 8.07, of the Personnel Code, for each vacancy which is to be so filled, the names of the three (3) persons thereon who have received the highest average in the last preceding examination held within two (2) years next preceding the date of such request. If there are not three (3) names on the eligible list, the Commission shall certify the names or name remaining on the list.

If and when the list of eligible's has been exhausted and a vacancy exists, or a vacancy appears likely to exist in the near future, the Commission shall notify all eligible members of the Police Department of the time and place of examination for promotions, shall examine all applicants and shall establish a list of eligible's from which certification for promotion may be made as above provided.

Section 5.05 C Pregnancy

When a police officer becomes pregnant, she must take a leave of absence from all Police Department duties upon completion of the sixth month of pregnancy. She must return to her assigned duties not later than six (6) months after delivery, following certification by a physician as being physically capable of resuming her duties. The Department shall allow leave to be taken earlier, if the employee's doctor certifies that given due certain health conditions, she would not continue or should not be permitted to continue working past a given date. The physician must concur with such certification. In addition, leave may be taken after the completion of the sixth month of pregnancy if the employee's physician certifies the health of the Officer to continue working.

Section 5.05 H Removal for Reasons of Economy

If, for reasons of economy or other reasons, it shall be deemed necessary by the Township to reduce the number of paid employees in any rank of the Police Department, the Township Manager shall apply the following procedures:

1. If the Police Department is required to reduce employees then the furloughed employees will be chosen by starting with the last person hired and continue in rank order by hire date. If two or more of the required number were appointed to that rank at the same time, furloughing shall be in reverse rank order of their position in the Civil Service Eligible list.
2. If a reduction in supervisory/command ranks is required then the reduction shall be effected by furloughing the persons in that rank last appointed to that rank beginning with probationers. Such removal shall be accomplished by furloughing in numerical order commencing with the person last appointed to that rank until such reductions shall have been accomplished. If two or more of the required number were appointed to that rank at the same time, furloughing shall be in reverse rank order of their position in the Civil Service Eligible list for that rank. This provision is subject to the provisions of Paragraph 3 below.
3. If the employee above the rank of Patrol Officer is furloughed under the provisions of #2 above, then such employee shall have the right to displace an employee in the next lower rank. Said displaced employee shall have the right to displace an employee in the next lower rank and so forth.

ADOPTED this ____ day of _____, 2011.

CHELTENHAM TOWNSHIP
BOARD OF COMMISSIONERS

By: _____
Harvey Portner, President

Attest _____
David G. Kraynik, Secretary

