

Dawn Pennock

From: John Paff [paff@pobox.com]
Sent: Tuesday, January 26, 2016 2:37 PM
To: dpennock@haddontwp.com; paff@pobox.com
Subject: OPRA Request Township of Haddon

Attachments: 20160126T193721R.txt



20160126T193721

R.txt (914 B)

Township of Haddon

Please accept this e-mail/fax as my request for government records in accordance with the Open Public Records Act (OPRA) and the common law right of access. Please respond and send all responsive documents to me via e-mail at paff@pobox.com. If e-mail is not possible, please fax responses and responsive records to me at 908-325-0129. Also, I would appreciate it if you would acknowledge your receipt of this e-mail.

Records requested:

Order, policy, rule or other writing that obligates Haddon Township Police Officers to get an undergraduate or other degree within a certain period of time after being hired.

Thank you.

John Paff
(voice - 732-873-1251)

Attachment: This request as a text file.

HADDON TOWNSHIP POLICE DEPARTMENT

GENERAL ORDER

SUBJECT: Educational Requirement Policy
G.O. NUMBER 95-3
EFFECTIVE DATE: July 14th, 1995 Retroactive to January 1st, 1995
DISTRIBUTION: A
AUTHOR Chief Joseph Gallagher, Jr.

BY ORDER OF CHIEF JOSEPH GALLAGHER, JR.

Chief Joseph Gallagher, Jr.

REVISION HISTORY

DATE

REASON

3-28-02

Vol 1 Ch 18 add to policy

I. PURPOSE:

- A. This order establishes a condition of employment for all Police Officers appointed after January 1st, 1995. It sets forth certain *Educational Requirements*.

II. POLICY:

- A. It is the policy of this department that all persons appointed to the position of Police Officer, shall have earned the minimum of a Baccalaureate Degree from an accredited college or university, having maintained a 2.0 minimum grade point average.

III. PROCEDURE:

- A. The Educational Requirements, a condition of employment, shall apply to all persons appointed to the position of Police Officer, on or after January 1st, 1995.
- B. The Chief of Police may, at his discretion, grant an Educational Requirement Deferment, when appointing an applicant to the position of Police Officer.
- C. Police Officers granted an Educational Requirement Deferment, shall:
1. Satisfy the Educational Requirement within eight (8) years of the completion of their field training and evaluation.
 2. Submit an Educational Requirements scholastic plan to the Lieutenant in charge of the patrol division, prior to the completion of their field training and evaluation.
 3. Obtain prior approval, from the Lieutenant in charge of the patrol division, for all courses taken to satisfy the Educational Requirement.
 4. Maintain an earned credit rate of no less than twelve (12) credits per year.
 5. Maintain a 2.0 grade point average throughout the completion of the Educational requirements.
 6. Submit a copy of their scholastic report to the Lieutenant in charge of the patrol division, at the completion of each semester.

- D. It shall be the responsibility of the Lieutenant in charge of the patrol division to monitor the progress of each Police Officer involved in the Educational Deferment program.
- E. It shall be the responsibility of each Police Officer to be aware of their own progress in the program.
- F. Failure to complete the Educational Requirements within the time period granted, shall result in the termination of the employee from employment as a Police Officer.
- G. The Haddon Township Police Department assumes no responsibility for any tuition, fees, compensation for time, or any other liability incurred by the appointee as a result of fulfilling this educational requirement.
- H. Exceptions and relief by the Chief of Police
 - 1. The chief of Police or designee may, at his discretion, grant one grace period of up to twelve (12) months for the completion of the Educational Requirements. This exception shall be reserved for officers who have proved a hardship, which precludes their completion of the Educational Requirements within the allotted time period.
- I. If any officer fails to comply with any provision of this order, a hearing shall be held to review the circumstances.
 - 1. A Review Board shall be appointed by the Chief of Police or his designee. After review of all the department facts, the board shall report its findings relative to the requirements of this order, and make a recommendation for action to the Chief of Police.
 - 2. Upon receipt of the board's recommendation, the Chief of Police shall take such action as he deems appropriate, including for dismissal.

HADDON TOWNSHIP POLICE DEPARTMENT

PRE-EMPLOYMENT AGREEMENT

EDUCATIONAL REQUIREMENTS

I understand and agree that as a condition of employment with the Township of Haddon Police Department, I am required to have:

1. Earned a Baccalaureate Degree from an accredited College or University, having maintained a 2.0 minimum grade point average; or
2. Been granted an Educational Requirement Deferment by the Chief of Police.

The purpose, policy, and procedures, related to Educational Requirements or Deferments, are contained in the Haddon Township Police Department General Order 95-3(attached). I have received a copy of General Order 95-3, and fully understand that my continued employment depends on my compliance with the conditions set forth within.

I accept this condition of employment:

Printed name

Signature

witnessed by:

Printed name

Date

Signature

G.O. 95-3