

CIVIL SERVICE
RULES AND REGULATIONS
FOR
SWOYERSVILLE, PENNSYLVANIA



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CIVIL SERVICE
RULES AND REGULATIONS
FOR
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ARTICLE I. DEFINITION OF TERMS

Section 101. Definitions. Unless otherwise expressly stated, the following words and phrases, wherever used in these rules and regulations, shall be construed to have the meaning indicated herein:

Borough - The Borough of Swoyersville, Pennsylvania.

Borough Secretary - The Secretary of the Borough of Swoyersville, Pennsylvania.

Certification - The submission to the appointing authority of names taken from the eligible list.

Chairman - The Chairman of the Swoyersville Borough Police Civil Service Commission.

Commission - The Swoyersville Borough Police Civil Service Commission.

Council - The Council of the Borough of Swoyersville, Pennsylvania which is the appointing authority.

Eligible - A person whose name is recorded on a current eligible list or furlough list.

Eligible List - The list of names of persons who passed any examination for a particular position in the Police Department.

Furlough List - The list of persons who were laid off from positions in the Police Department because of a reduction in the number of officers in the Police Department.

Probationer - An officer in the Police Department who has been appointed from any eligible list, but who has not yet completed his work test period.

Reduction in Rank - A change to a different position or rank which results in a decrease in salary; provided, however, that a decrease in salary without a change to a different position or rank shall not constitute a reduction in rank.

Removal - The permanent separation of a police officer from the Police Department.

Secretary - The Secretary of the Swoyersville Borough Police Civil Service Commission.

Suspension - The temporary separation of a member of the Police Department from his position.

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ARTICLE II. THE COMMISSION

201. Officers. The Swoyersville Borough Police Civil Service Commission, on the first Monday of February of each even-numbered year, shall elect one of its members as Chairman, one as Vice Chairman and one as Secretary. If said first Monday of February is a legal holiday, the meeting shall be held on the first day following.

202. Duties of Chairman. The Chairman, or in his absence, the Vice Chairman, shall preside at all meetings and hearings of the Commission, decide all points of order or procedure and perform any duties required by law or these rules. In the absence of a member, temporary assignments shall be made by the Commission member presiding.

203. Duties of Secretary. The Secretary shall carry on at the direction of the Commission all official correspondence of the Commission, send out all notices required by law and these rules of procedure, keep a record of each examination and other official action of the Commission, and perform all other duties required by law, by these rules and by the Commission.

204. Meetings. Except for the biennial organization meeting, all meetings shall be held either at the call of the Chairman, or at the call of two members of the Commission. At least twenty-four (24) hours written notice of each meeting shall be given each member. The Commission shall have the discretion to determine whether meetings shall be open to the public except that no rule or regulation of the Commission shall be adopted at other than a public meeting, and except when otherwise provided for in these rules.

205. Quorum. A quorum shall consist of two members, and all actions of the Commission shall have the concurrence of at least two members.

206. Order of Business. The order of business of all meetings of the Commission shall be as follows:

- (a) Roll call
- (b) Approval of minutes of previous meeting
- (c) Communications and Reports

207. Minutes. The Secretary shall keep minutes of the Commission's proceedings showing the vote of each member upon question, or, if absent or failing to vote, indicating such fact.

ARTICLE III. APPLICATIONS

301. Application Form. No person shall be admitted to an examination for a position in the Police Department of the Borough of Swoyersville, Pennsylvania until after he shall have filed, on the official form prescribed by the Commission, a sworn application giving such information as the Commission shall require. The official application form and all notations, references, and statements appearing in it are incorporated by reference into these rules and regulations and shall be as much a part of these rules as if they were fully described herein.

302. Availability. Application forms shall be available to all interested persons in the office of the Borough Secretary and in the office of the Secretary of the Commission.

303. Age Qualifications. At the time of application, no applicant for any position in the Police Department shall be less than twenty-one (21) years of age, and no applicant for the position of patrolman shall be more than forty (40) years of age. Each applicant shall present satisfactory evidence of his date of birth.

304. General Qualifications - All Applicants. Each applicant for any position in the Police Department shall be a male, a citizen of the United States, and shall have graduated from an accredited high school or have an equivalent education, such as a General Education and Development equivalent, or an accredited correspondence school. Each applicant shall be medically fit for the performance of the duties of a police officer, of good moral character, and licensed to operate a motor vehicle in the Commonwealth of Pennsylvania. In the case of a foreign-born applicant, evidence satisfactory to the Commission shall be produced showing the person to be a naturalized citizen.

305. General Qualifications - Applications for Patrolman II, Sergeant, and Chief. In addition to meeting the qualifications fixed for each applicant for a position in the Police Department, all applicants for the position of Patrolman II, Sergeant, and Chief of Police shall:

(a) Have been continuously employed in the police service for at least:

(1) Patrolman II - 2 years (Police Department)

(2) Sergeant - 5 years (Police Department)

(3) Chief of Police - 7 years (Police Department)

(b) Have satisfactorily completed an in-service training program for police officers or have graduated from a recognized police

academy or school, and trained at first opportunity at Borough expense, and

- (c) Have demonstrated an ability to carry out orders from superiors, and
- (d) Demonstrate a working knowledge of Police science and administration, and
- (e) Demonstrate an ability to deliver and supervise the work of subordinates, and
- (f) Have received at least a grade of "satisfactory" on his latest service rating; provided that an evaluation of the experience, training, general background, and such other records of performance of the applicant, at the discretion of the Commission, may be substituted for the service rating.

306. Investigation of Applicants. An investigation of the character and reputation of the applicant may be made by the Commission and may include credit reports and reports of investigations from recognized agencies.

307. Filing Applications. Applications for any position in the Police Department shall be filed at any time, during normal business hours, in the office of the Secretary of the Commission. The filing of such applications shall be subject to the following conditions:

- (a) No application filed after 12:00 noon on day that is fourteen (14) calendar days prior to the date fixed for the written examination shall be considered for such examination unless otherwise provided in the notice, and
- (b) An application shall become void one (1) year after the date it was filed.

308. Recording Applications. The Secretary of the Commission shall review each application for the purpose of determining that such application contains no minor errors or omissions. Any application containing minor errors or omissions shall be returned to the applicant for correction. The Secretary of the Commission shall date, number, and record, in the order of filing, all applications free of minor errors or omissions. An application, once recorded, shall be a public record and shall not be returned to the applicant.

309. Disqualification of Applicant. The Commission shall not examine any applicant who lacks any of the prescribed qualifications unless, in the judgment of the Commission, it can be reasonably presumed that the applicant shall

have acquired the necessary qualifications prior to the date of a possible certification from the list of eligibles produced as a result of the examination.

310. Penalty for False Statement. The statements made by the applicant in the official application shall contain no falsification, omission or concealment of material fact. Should investigation disclose any willful misstatement, falsification or concealment with respect to an application:

- (a) The application shall be invalid and the applicant shall be disqualified from examination, or
- (b) If the applicant shall have been examined, the name of such applicant shall be removed from the eligible list, or
- (c) If the applicant shall have been appointed, such willful misstatement, falsification or concealment shall constitute grounds for dismissal from the Police Department.

No person who shall make willful false application shall be permitted to make any future application for any position in the Police Department of the Borough.

ARTICLE IV. ANNOUNCEMENT OF EXAMINATIONS

401. Public Notice. Public notice of the date, time, and place of every examination, together with the information as to the position to be filled, shall be given by publication, once in a newspaper of general circulation in the Borough. The public notice shall be published at least three (3) weeks prior to an examination and a copy of the notice shall be prominently posted on the bulletin board in the Borough Municipal Building. Additional public notice by publication, posting, or otherwise may be given at any time at the discretion of the Commission.

402. Notice of Examinations. In addition to the public notice, the Secretary shall give written notice to each qualified applicant, as follows:

- (a) By mailing or otherwise delivering to each applicant qualified to take a medical examination, a notice which shall include the name of the medical examiner, and the date, time and place of the examination.
- (b) By mailing or otherwise delivering to each applicant notice which shall include the date, time, and place of the written and oral examinations.

Every notice shall be mailed by certified mail or registered mail or otherwise delivered at least three (3) days prior to the date fixed for such examination. Only applicants receiving notices to report for any examination shall be permitted to participate in such examinations, and each applicant shall present his notice to the examiner before he shall be examined. Failure to report for any examination in accordance with the instructions contained in the written notice shall disqualify the applicant, except that in the case of medical examination, the applicant, with the prior approval of the medical examiner designated in the notice, may fix another date and time for such examination; provided however, that any such date or time shall be within the period fixed for medical examination in Section 403 of these rules.

403. Scheduling Medical Examinations. No medical examination shall be scheduled less than five (5) days, nor more than ten (10) days from the date fixed in the public notice for a written examination.

ARTICLE V. MEDICAL EXAMINATION

501. Appointment of Medical Examiners. The Commission shall appoint one or more medical examiners to make all medical examinations required by these rules.

502. Medical Requirements. Every applicant for appointment to any position in the Police Department shall submit, at his expense, to a medical examination and shall meet the minimum medical requirements established by the Commission before he shall be permitted to take any written or oral examination. A statement of the medical requirements established by the Commission shall appear in the official application form and a copy of such statement of medical requirements shall be filed in the office of each medical examiner.

Every applicant for the position of patrolman shall demonstrate his ability to pass the following physical requirements:

- (a) He shall show no physical conditions or medical history which in the opinion of the physician should be cause for rejection.
- (b) He shall demonstrate at least 20/20 corrected vision in each eye.
- (c) In bare feet he shall be at least sixty-eight (68) inches and not more than seventy-six (76) inches in height and of such weight as is prescribed in medical standards for his height.
- (d) He must be able to hear a low conversational voice at a distance of at least fifteen (15) feet in one ear and twenty (20) feet in the other.
- (e) He must be free from local or systemic skin diseases.
- (f) His respiration must be full, easy, and regular as determined by the examining physician.
- (g) His blood pressure shall be: Systolic Maximum 135: Diastolic 90.
- (h) His pulse pressure may range from 15 to 50.
- (i) He shall have no history or presence of a serious mental disease as determined by the examining physician.
- (j) Exceptions to Subsection "i" above may be permitted at the

discretion of the Commission upon recommendation of the examining physician.

(k) His serology and urinalysis tests shall be normal.

503. Report of Medical Examiner. The Commission shall furnish the medical examiner with forms upon which he shall state his findings, regarding the applicant. The report of each examination shall be submitted by the examiner directly to the Secretary of the Commission within three (3) days after the date of the examination. It shall be the responsibility of the applicant that the results of the physical examination are delivered to the Secretary.

504. Rejection of Medically Unfit Applicants. If the medical examiner shall deem any applicant medically unfit for performance of the duties of a police officer because of any bodily or mental defect, whether or not the defect shall be specifically stated as cause for rejection in the statement of medical requirements, such applicant shall be rejected and a brief statement of the reasons for rejection shall be entered in the report of his medical examination. Insofar as practicable, however, the medical examiner shall determine the medical fitness of an applicant by adhering to the statements of the medical requirements.

505. Re-examination of Medical Fitness. Each applicant eligible for certification to the Council for appointment to any position in the Police Department shall be instructed by the Secretary of the Commission, before being certified, to inform the Commission of any illness or injuries requiring the attendance of a physician or requiring hospitalization and of any surgical operations that shall have occurred after the original medical examination. If, in the judgment of the Commission, there shall have been any change in the medical fitness of any applicant, whether or not such change shall have been reported by the applicant, the Commission may require the applicant to submit to a further medical examination before his name shall be certified for appointment.

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ARTICLE VI. WRITTEN AND ORAL EXAMINATIONS

601. Examinations for Patrolmen.

- (a) The examination for the position of Patrolman shall consist of the following two parts:
- (1) A written examination which shall include a general police aptitude test, an intelligence test, personality profile, and such other written tests as the Commission may, from time to time designate, and
 - (2) An oral examination.
- (b) Each part of the written examination and the oral examination shall be graded on the scale of one hundred (100) percent and shall be weighted as follows:
- (1) For the written portions of the examination, total of seventy (70) points, (aptitude 50, mental maturity 10, and personality 10), and
 - (2) For the oral examination, a total of thirty (30) points. The sum of the weighted score shall not exceed one hundred (100) percent.

602. Examinations for Patrolman II, Sergeant, and Chief.

- (a) The examination for the position of Patrolman II, Sergeant, and Chief of Police shall consist of three parts, namely:
- (1) A written examination which shall include a test of police knowledge and performance, an intelligence test, and such other written tests as the Commission may, from time to time, designate, and
 - (2) An oral examination, and
 - (3) An evaluation of the service ratings or performance records of the applicant.
- (b) The examination shall be graded on a scale of one hundred (100) percent and shall be weighted as follows:
- (1) For the written portions of the examination, a total of seventy (70) points, and

(2) For the oral examination, a total of twenty (20) points, and

(3) For the evaluation of the service ratings or performance records of the applicant, a total of ten (10) points.

The weight assigned to the test of police knowledge and performance in the written portion of the examination shall be greater in an examination for Sergeant than in an examination for Patrolman II, and the greatest in an examination for Chief of Police. In every case, however, the total weight assigned to the written examination shall be a total of seventy (70) points.

603. Passing Grades. The minimum passing grade for an examination for the position of Patrolman shall be a score of seventy (70) percent on every portion of the examination. The minimum passing grade for an examination for the position of Patrolman II, Sergeant, and Chief of Police shall be a total score of seventy-five (75) percent, and each applicant for any such position shall score at least seventy (70) percent on each part of the examination. Every applicant for the position of Patrolman who receives a score of at least seventy (70) percent, and who is entitled by law to additional credit for service in the Armed Forces of the United States shall have his score adjusted accordingly. Applicants claiming veterans' preference shall submit satisfactory proof of service disability, if any, and honorable discharge, whenever the Commission shall so demand.

604. Notice of Applicant's Grade. When the grading of each examination is completed, the Secretary shall give each applicant written notice of his grade.

605. Ineligibility for Future Examination for Six Months. If an applicant fails to obtain a passing grade in any examination, he shall not be eligible for a subsequent examination for any position in the Police Department of the Borough for a period of six months.

606. Administering Examinations. The Commission may designate the Institute of Regional Affairs of Wilkes College, the State Civil Service Commission of the Commonwealth of Pennsylvania, any other recognized examining agency, or any qualified person to act as examiner for the written examinations. The Commission shall reserve the right to accept or reject, in whole or in part, the recommendations of the regularly appointed examining agency. The oral examination and the evaluation of the service or performance record of any applicant shall be the responsibility of the Commission; provided, however, that the Commission may designate, from time to time, such persons qualified to evaluate performance or service records, as are considered necessary to assist in such examinations and evaluations.

607. Conduct of Written Examinations. The Commission shall prepare a statement of instructions and rules for the conduct of written examinations. The regularly appointed examiner shall carry on each such examination in accordance with the instructions of the Commission, and be responsible for enforcing the rules of conduct for written examinations.

608. Penalty for Improper Conduct. Should any applicant be found guilty of any act tending to defeat the proper conduct or the result of any examination, his name shall be removed from any eligible list resulting from the examination and the applicant shall not be permitted to make any future application for any position in the Police Department.

ARTICLE VII. ELIGIBLE LISTS

701. Preparation of Eligible List. As soon as possible, after the completion of each examination, the Secretary shall prepare an eligible list upon which shall appear the name of each applicant who received a passing grade in the examination. The names on the eligible list shall be arranged, from the highest to the lowest, in the order of the final weighted score received by each such applicant. The eligible list shall be filed in the office of the Secretary and a copy posted on the bulletin board in the Borough Municipal Building.

702. Breaking Tie Scores. When two (2) or more qualifying applicants shall receive the same final weighted score, the order in which the names of such persons shall appear on the eligible list shall be determined by their total scores on the part of the examination assigned the greatest weight. In the event that two (2) or more qualifying applicants also receive identical scores on the part of the examination assigned the greatest weight, the order of listing shall be determined by the order in which the applications were numbered for recording purposes.

703. Life of Eligible Lists. In no case shall any eligible list remain in effect for a period of more than one (1) year from the date of its presentation. Date of preparation refers to the actual compilation of the list which is to take place not more than sixty (60) days after the receipt of the request from Council calling for the establishment of same.

704. Furlough Lists. Whenever the Council causes a reduction in the numbers of police officers, the Commission shall prepare and maintain a list of the names of all such furloughed officers, together with the position held by each such officer at the time of furlough. The names on the furlough list shall be arranged, from the greatest to the least, in the order of the length of service of each furloughed officer in the Police Department of the Borough.

ARTICLE VIII. CERTIFICATION AND APPOINTMENTS

801. Filling Vacancies. When a vacancy is to be filled in the Police Department, the Council shall submit a written request to the Commission for certification of eligibles. In making the request, the Council shall state the title of the position to be filled and the compensation to be paid.

802. Furlough List to Fill Appointments. Upon receipt of a request from the Council, the Commission shall first certify the names of those eligibles who were furloughed because of a reduction in force. In filling a vacancy from the furlough list, the Commission shall certify the top name only. If more than one (1) vacancy is to be filled, the Commission shall certify from the top of the list that number of names equal to the number of vacancies to be filled.

803. Certification from Eligible Lists. If no furlough list exists or if the total number of vacancies cannot be filled from the available names on the furlough lists, the Commission shall certify names from the eligible lists. The Council shall notify the Commission of any vacancy which is to be filled and shall request the certification of a list of eligibles. The Commission shall certify for each existing vacancy from the eligible list the names of three (3) persons thereon, or a lesser number where three (3) are not available, who have received the highest average.

804. Removal of Names from Furlough and Eligible Lists. In addition to the reasons stated as grounds for removal in these rules or as stated in the Law, the name of any person appearing on a furlough list or an eligible list shall be removed by the Commission if such person:

- (a) Is appointed to a position in the Police Department of the Borough, or
- (b) Declines an appointment to a permanent position in the Police Department of the Borough, or
- (c) Fails to make written reply to the Commission within seven (7) calendar days from the date of mailing of a notice of certification, or
- (d) Indicates availability for appointment and is appointed to fill a vacancy but fails to report for duty at the time prescribed by the Council unless, in the opinion of the Council, such person can show good and sufficient reasons for failing to report.

The name of any person on any eligible list also shall be removed by the Commission if he is three (3) times certified for consideration for appointment

and is not appointed. Nothing in this section, however, shall be construed as authorizing the removal of the name of any person on any furlough list or eligible list who refuses or accepts a position of a lower rank than for which he has qualified.

805. Appointment Procedures. Whenever the name of any person is certified to the Council from either the furlough list or the eligible list, the person shall be immediately notified of his certification by either certified or registered mail. The notice shall include the title of the position and the compensation to be paid, and shall also state that the person certified make a written reply within seven (7) days from the date of mailing such notice.

806. Probationary Period. All original appointments to any position in the Police Department of the Borough shall be for a probationary period of six (6) months. The Chief of Police shall investigate the adjustment, performance, and general acceptability of each probationer under his supervision to determine whether such probationer is fully qualified for permanent appointment. The Chief of Police shall make a report of the performance and conduct of each probationer at the end of the second month of the probationary period, at the end of the fourth month of the probationary period, and finally not less than ten (10) calendar days nor more than fifteen (15) calendar days before the next regular meeting of the Council immediately preceding the end of the probationary period. Each final probationary report shall include the recommendation of the Chief of Police either to retain or to reject the probationer. Each report shall be submitted in writing to the Council. Within five (5) calendar days after the regular meeting of the Council immediately preceding the end of the probationary period, the Council shall notify the Commission, in writing, of its decision to retain or reject the probationer. The Commission, in turn, shall notify the probationer in writing of the decision of the Council on or before the date of the close of his probationary period.

807. Residence. The appointee to a position in the Police Department in the Borough shall establish residence in the borough by the end of his probationary period.

ARTICLE IX. SUSPENSIONS, REMOVALS AND REDUCTIONS IN RANK

901. Procedure. Whenever any police officer in the Borough is suspended, removed, or reduced in rank the specific charges warranting each such action shall be stated in writing by the appointing authority. The charges shall be stated clearly and in sufficient detail to enable the person accused to understand the charges made against him and to answer to them. As soon as practicable, the statement of charges shall be filed in duplicate with the Commission, and within five (5) calendar days of such filing, a copy of the statement of charges shall be delivered to the person accused either by personal service or by certified or registered mail.

902. Demand for Hearing. Any police officer suspended, removed or reduced in rank may file with the Commission a written demand for a hearing. He may make written answers to any charges filed against him not later than the day fixed for hearing. The Commission shall grant him a hearing which shall be held within a period of ten (10) days from the filing of charges in writing, unless continued by the Commission for cause at the request of the Council or the accused. Each such hearing shall be open to the public unless the person accused shall request the Commission in writing that such hearing be closed.

903. Notice of Hearing. Notice of the date, time and place for each hearing shall be given in the following manner:

- (a) By either personal service or by certified or registered mail to each person making charges and to the person accused, and
- (b) By mailing a notice to all other parties who have stated an interest in the hearing; provided, however, that any failure to give the notice required by this subsection shall not invalidate any action taken by the Commission.

904. Oaths. All testimony shall be taken under oath. The Chairman, or in his absence the Vice Chairman, shall administer all oaths.

905. Subpoenas. The Chairman, or in his absence the Vice Chairman, may compel the attendance of witnesses and the production of records and papers pertaining to any hearing. However, upon the written request of the person accused or of any person making charges, the Chairman, or in his absence the Vice Chairman, shall order the attendance of any witness or the production of any pertinent document; provided that such written request is filed with the Secretary within five (5) calendar days from the date of the scheduled hearing.

906. Hearing Procedure.

- (a) The Chairman, or in his absence the Vice Chairman, shall state the general purpose of the hearing, and

- (b) The Secretary, upon direction of the Chairman, or in his absence the Vice Chairman, shall read the charges against the person accused together with the record of action taken against such officer, and next
- (c) The Secretary shall read any written reply of the person accused, and next
- (d) The Chairman, or in his absence the Vice Chairman, shall afford each person making charges, or his counsel, an opportunity to make any further statements in support of the charges and to produce any witness or witnesses in support thereof, and next
- (e) The Chairman, or in his absence the Vice Chairman, shall afford the person accused, or his counsel, an opportunity to cross-examine any person making charges or any witness, or witnesses produced by such person, and next
- (f) The Chairman, or in his absence the Vice Chairman, shall afford the person accused to testify in his own defense and to produce any witness or witnesses in support of his defense, and next
- (g) The Chairman, or in his absence the Vice Chairman, shall afford each person making charges, or his counsel, an opportunity to cross-examine the person accused who has testified, or any witness, or witnesses who have testified in support of his defense, and next
- (h) The Chairman, or in his absence the Vice Chairman, shall permit each person making charges, or his counsel, to make a summation, and next
- (i) The Chairman, or in his absence the Vice Chairman, shall permit the person accused, or his counsel, to make a summation.

Any member of the Commission, at any time during the course of the hearing, may question any person who has testified.

907. Decision of the Commission. Within thirty(30) calendar days after the hearing, the Commission shall make its decision in writing approved by at least two (2) of its members who heard the case. The decision shall include all findings of facts and conclusion reached. A copy of the decision signed by the members rendering such decision shall be mailed by certified mail or registered mail or otherwise delivered, to the person making the charges, the ac-

cused officer, to the Council and to the Counsel, if any, who represented any of the aforesaid persons at the meeting.

908. Right of Appeal. The person suspended, removed, or reduced in rank shall have immediate right to appeal to the Court of Common Pleas of Luzerne County in the manner provided by law.

ARTICLE X. RECORDS

1001. Inspection in General. Except as otherwise provided in this Article, all of the records of the Commission shall be open to the public and available for inspection during normal business hours. A member of the Commission, or any person who may, from time to time, be designated by the Commission, shall be present at all times during any inspection of any record of the Commission.

1002. Character and Reputation Reports. All reports of investigations and inquiries into the character and reputation of applicants shall be kept in the strictest confidence, and shall not be open to inspection.

1003. Inspection of Examination Materials. All examination material shall be confidential and shall not be open to general public inspection. Any examined applicant may inspect his examination papers, provided that:

- (a) He makes a written request to the Commission with seven (7) calendar days from the date of mailing of the written notice of his grade, and
- (b) He receives the written consent of the Commission to inspect his examination papers, and
- (c) He makes his inspection within five (5) calendar days from the date of the mailing of the consent of the Commission.

The Commission shall not consent to the request of any examined applicant to inspect any written examination paper which may be used in any subsequent written examination that may be scheduled within ninety (90) calendar days following the date of receipt of the written request. If the Commission consents to an inspection of any of the written examination papers by any examined applicant, it shall state in its letter of consent the specific examination papers that may be inspected. Before any member of the Commission, or any person designated by the Commission, permits any inspection of examination papers, he shall require the examined applicant to produce the letter indicating the consent of the Commission and he shall limit the inspection by the examined applicant to only those examination papers indicated on the letter of consent. No examined applicant shall be permitted to inspect any examination papers other than his own, nor shall he be permitted to make any written notes while he is inspecting any examination paper.

ARTICLE XI. AMENDMENTS

1101. Amendments. The Commission, with the approval of the Council, may, from time to time, amend any part of these rules and regulations. The foregoing rules and regulations, which are in accordance with the powers granted by the Civil Service Sections of "The Borough Code," Secs. 1171-1195, enacted by the General Assembly of the Commonwealth of Pennsylvania and in accordance with the authority granted by the Council of the Borough of Swoyersville, Pennsylvania, are hereby adopted by the Swoyersville Borough Police Civil Service Commission on _____, _____.

(Signed)

(Signed)

(Signed)

Approved by the Council of the Borough
of Swoyersville, Pennsylvania on _____, _____.

President of the Council

ATTEST:

Borough Secretary

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