

NORTHERN YORK COUNTY REGIONAL POLICE DEPARTMENT

POLICE OFFICER EMPLOYMENT NOTICE

IMMEDIATE OPENINGS
Act 120-Certified Police Officers

JANUARY 2027 ACADEMY
Applications Open for Non-Certified Candidates

Two pathways. One exceptional career opportunity.

The Northern York County Regional Police Department (NYCRPD) is actively recruiting qualified candidates to join a progressive, respected, and growing regional police agency. We have immediate openings for Act 120-certified police officers and are also accepting applications from non-certified candidates for consideration for a police academy class beginning in January 2027.

Continued jurisdictional growth and expanded services are creating new opportunities within NYCRPD. Pennsylvania's first regional police department, NYCRPD has provided full-time police services since 1972 and currently serves approximately 92,000 residents across twelve municipalities spanning 215 square miles of York County. In 2027, a thirteenth municipality will join the regional department.

HOW TO APPLY

Email a resume to Lieutenant Erika Eiker at eeiker@nycrpd.org. Qualified applicants will be contacted with available interview dates and times. There is no fee to participate in the hiring process.

DEPARTMENT CONTACT

Erika Eiker, Operations Lieutenant
1 Regional Way, York, PA 17404
717-292-0542
nycrpd.org

General Qualifications

Core Requirements

- Must be a citizen of the United States.
- Must be twenty-one (21) years of age prior to appointment.
- Must meet the Department's criminal-history and character standards. All arrests, convictions, summary offenses, ordinance violations, and military history are subject to review.
- Must be in good physical condition, with weight proportionate to height.
- Must possess, or be able to obtain before appointment, a valid Pennsylvania driver's license.
- Must establish residency within fifteen (15) miles of the police jurisdiction within one year of appointment.
- Must comply with Department standards governing tattoos, branding, intentional scarring, and other visible body modifications.

Applicant Pathways

- **Act 120-certified applicants:** Immediate openings are available. Applicants must possess current Act 120 certification or be eligible for certification before appointment.
- **Non-certified applicants:** Applications are being accepted now from candidates who can meet MPOETC academy admission requirements and are available to begin the police academy in January 2027.

NYCRPD encourages both experienced officers and qualified new candidates to apply.

Hiring Process

1. Qualified applicants will receive a link to the application packet.
2. Oral interview.
3. Computerized Voice Stress Analysis.
4. Conditional Offer of Employment.
5. Background investigation.
6. Medical evaluation and drug screening.
7. Psychological evaluation.
8. Final offer of employment.

Salary and Benefits

NYCRPD offers competitive compensation, comprehensive benefits, modern facilities, advanced training, and meaningful opportunities for professional growth.

COMPENSATION

- 2026 starting salary: \$70,553 (non-certified)
- 2026 starting salary: \$76,440 (Act 120-certified)
- 2027 starting salary: \$72,488 (non-certified)
- 2027 starting salary: \$78,541 (Act 120-certified)
- Fully tenured officers (nine years) earn \$117,303 in 2026.
- Five percent anniversary pay increase through year nine.
- Contractual cost-of-living increase each January 1.
- Longevity pay after five years of service.

WORK SCHEDULE & PENSION

- Biweekly pay schedule.
- Twelve-hour work shifts.
- Defined benefit pension plan with full benefits at age 50 after 25 years of service.
- Twelve-year vesting, five-year DROP, and five percent employee contribution.
- Ability to purchase up to five years of prior police service credit under Pennsylvania Act 49 of 2024.

Leave, Insurance, and Retirement

- 60 hours of personal leave per year, prorated at five hours per month if hired after January.
- Vacation leave: 66 hours during the first 12 months; 120 hours during months 13-48; 150 hours during months 49-83; and 192 hours after 84 months.
- Sick leave accrues at 4.62 hours per pay period, up to 1,600 hours.
- Medical, dental, vision, and prescription coverage.
- Post-retirement health benefits.
- Option to decline Department health insurance and receive reimbursement equal to 50 percent of the COBRA premium with proof of alternate coverage.
- Optional AFLAC supplemental insurance through payroll deduction.
- Life and disability insurance at no cost to the employee.
- Employee Assistance Program through WellSpan Health.

A Department Built for Career Growth

A career with NYCRPD offers more than employment. It offers the opportunity to join a team-oriented organization that values leadership, accountability, training, service, and professional development. Officers have access to specialized assignments, advanced training, modern equipment, and a comprehensive wellness initiative centered on four pillars: physical, emotional, financial, and spiritual wellness.

ACT 120-CERTIFIED? APPLY FOR AN IMMEDIATE OPENING.

NOT YET CERTIFIED? APPLY NOW FOR THE JANUARY 2027 ACADEMY PATHWAY.

Submit your resume to eeiker@nycrpd.org | Learn more at nycrpd.org