

**AN ORDINANCE TO AMEND CHAPTER II OF THE REVISED GENERAL
ORDINANCES OF THE BOROUGH OF NEW MILFORD ENTITLED
“ADMINISTRATION” TO AMEND SECTION 2-19 ENTITLED “POLICE
DEPARTMENT”**

BE IT ORDAINED, by the Mayor and Council of the Borough of New Milford that Section 2-19.1a is hereby removed and replaced in its entirety with the following:

2-19.1

- a. The New Milford Police Department shall consist of the following:
1. Not more than one (1) Chief of Police
 2. Not more than one (1) Captain
 3. Not more than one (1) Detective Lieutenant
 4. Not more than six (6) Lieutenants
 5. Not more than one (1) Detective Sergeant
 6. Not more than six (6) Sergeants
 7. Not more than four (4) Detectives
 8. Not more than forty (40) Officers total

BE IT FURTHER ORDAINED, that Section 2-19.1e is hereby removed and replaced in its entirety with the following:

2-19.1

e. Promotions

1. Promotion to Chief of Police

- a) The position of Chief of Police is hereby declared to be an executive and managerial position, and promotion to the office of Chief of Police shall be in accordance with the following:
- i. The selection process for the managerial position of Chief of Police shall be comprised of the following components with corresponding weights:
 - a. Seniority: 10%
 - b. Oral evaluation: 50%
 - c. Review of Personnel File/Employment History/Disciplinary History: 10%
 - d. Existing Chief Recommendation: 10%
 - e. Education: 20%

ii. The above-stated components shall be defined and ranked as follows:

a. **Seniority:** Candidates shall be ranked against competing candidates based upon seniority. Seniority shall be computed as the quotient of the number of months of service as a sworn law enforcement officer to the Borough of New Milford and the number of months of service, as defined above, of the longest-serving officer eligible for the particular promotion being sought. The result shall be multiplied by 20 to reach the percentage achieved by each candidate for seniority.

b. **Oral Evaluation:**

An oral interview conducted by the Mayor and Council which shall consider the following.

i. Comprehension and presentation skills in oral communications.

ii. Maturity in judgment.

iii. General knowledge of current departmental operations.

iv. Management capabilities.

v. Ability to solve problems through creative concepts.

c. **Review of Personnel File/Employment History/Disciplinary History:** The personnel file, including but not limited to job evaluations, disciplinary record, commendations and attendance records shall be reviewed.

d. **Existing Chief recommendation.** The existing/immediate past Chief of Police shall make a recommendation for his/her replacement based upon a ranking in order of the candidates. The recommendation shall be the quotient of the ranking, No. 1 being the lowest, divided by the number of the candidates, and multiplied by 10 to derive the value of the recommendation. If there is no Chief of Police due to death, disability or dismissal, then the oral evaluation shall be weighted to account for 60% of the score.

e. **Education:** Candidates shall be competitively evaluated and ranked based upon the level of education attained. Ranking shall be as follows:

i. High school diploma/GED: two points.

- ii. Accumulation of between 1 and 60 undergraduate credits: four points.
- iii. Associate's degree or in excess of 60 credits accumulated towards a bachelor's degree: eight points.
- iv. Bachelor's degree: twelve points.
- v. Master's degree or above: sixteen points.
- vi. United States military service resulting in honorable discharge: four points, in addition to existing civilian education achievement earned via categories i - v.

b) The Mayor and Council shall promote the employee who demonstrates the greatest overall strength and ability to function in a managerial capacity. In the event that members of the police force receive the same total value, preference shall be given to seniority.

2. Reserved

3. Time in rank required for promotion - Promotions to the following ranks will require the following years of continuous time in rank as a police officer in the New Milford Police Department.

(1) Chief of Police – a minimum of 3 years at the rank of Captain or Lieutenant

With respect to any promotional opportunities that may arise prior to January 1, 2016, the time in rank eligibility requirements set forth above shall not be applicable to any member of the New Milford Police Department who was a full time sworn police officer holding the rank of Captain or Lieutenant as of December 31, 2014.

(2) Captain – a minimum of 3 years at the rank of Lieutenant

(3) Lieutenant – a minimum of 3 years at the rank of Sergeant

(4) Sergeant – a minimum of 3 years at the rank of Patrolman

4. Reserved.

5. The provisions of any and all ordinance of the Borough which are inconsistent with or which conflict with the provisions of this amendment be and hereby are repealed.

BE IT FURTHER ORDAINED that the remainder of this ordinance remains unchanged and that this amendment shall become effective upon passage and publication in accordance with law.