

ORDINANCE NO. 2021:18

AN ORDINANCE TO AMEND CHAPTER II OF THE REVISED GENERAL ORDINANCES OF THE BOROUGH OF NEW MILFORD ENTITLED "ADMINISTRATION" THEREBY AMENDING SUBSECTION 2-19.1 ENTITLED "COMPOSITION OF THE NEW MILFORD POLICE DEPARTMENT"

WHEREAS, the members of the Mayor and Council of the Borough of New Milford have been advised by the Police Chief that the current ordinance does not adequately address the needs of the Borough; and

WHEREAS, the Mayor and Council of the Borough of New Milford wish to amend Chapter II, Sections 2-19.1, to address these concerns.

NOW THEREFORE BE IT ORDAINED, the Mayor and Council of the Borough of New Milford Chapter II, Section 2-19.1 section e. 2. (c) be replaced in its entirety as follows:

2. Promotion to the Ranks of Sergeant, Lieutenant and Captain.

(c) Process:

The promotion process is considered to have commenced when the request for resumes and a letter of intent is announced and posted in Borough Hall. Qualified police officers seeking consideration for promotion must submit their resume to the office of the Chief of Police within 14 calendar days after the promotional process commences.

Resumes shall be in the form of a standard business resume, and shall include the following items:

Length of service
Level of education and/or military service
In-service education and/or specialized schools
Specialized job assignments, responsibilities, and performance
Police experience and accomplishments
Community service/experience
Letter of recommendation from at least one direct supervisor

(1) Sergeant: For promotion to the rank of Sergeant, each candidate shall be scored and subsequently ranked, by score, as follows:

[a] Candidates shall take an oral and/or written examination administered by the New Jersey Police Chiefs Association, or participate in another exam process conducted by a recognized examination committee or company, and authorized by the governing

body. The candidate's exam score(s) shall be valued at 40% of his or her overall score, based on an exam that contains a maximum point value of 100. Candidates who score lower than 70 points on the exam will not qualify for the promotion sought, and therefore will not move on to the next element of the process.

[b] Candidates who have participated in the foregoing exam administered by the New Jersey Police Chiefs Association, or another exam authorized by the governing body, and score 70 points or above, will be interviewed and/or evaluated by a Police Committee consisting of the Chief of Police, Police Captain(s), Police Lieutenants(s), and Police Sergeant(s). The Police Committee shall provide a score at the conclusion of each interview and/or evaluation, valued at 25% of his or her overall score. The Police Committee shall score candidates by using some or all of the following criteria:

- [1] Biannual employee evaluations.
- [2] Standardized set of questioning.
- [3] Individual questioning.
- [4] Officer breadth of knowledge and supervisory skills.
- [5] Merit, productivity, demonstrated ability and accomplishments.
- [6] Efforts supporting Department goals and objectives.
- [7] In-service education and specialized schools.
- [8] Specialized job assignments, responsibilities, and subsequent performance.
- [9] Attitude and demeanor.
- [10] Commendations.

[c] Candidates who have participated in the foregoing exam administered by the New Jersey Police Chiefs Association, or another exam authorized by the governing body, and score 70 points or above, shall be assigned additional points based on the following criteria:

- [1] Seniority: Candidate earns one point for every year of police service, with a maximum attainable score of 20 points.
- [2] Education and/or Military Service: Candidate earns the following points for

credits attained at an accredited college and/or active-duty military service (honorable discharge), with a maximum attainable score of 15 points.

30+ college credits = 3 points

60+ college credits = 6 points

90+ college credits = 9 points

120+ college credits = 12 points

150+ college credits = 15 points

2+ years in military/honorable discharge = 3 points

4+ years in military/honorable discharge = 6 points

(2) Lieutenant: For promotion to the rank of Lieutenant, each candidate shall be scored and subsequently ranked, by score, as follows:

[a] Candidates shall take an oral and/or written examination administered by the New Jersey Police Chiefs Association or participate in another exam process conducted by a recognized examination committee or company and authorized by the governing body. The candidate's exam score(s) shall be valued at 40% of his or her overall score, based on an exam that contains a maximum point value of 100. Candidates who score lower than 70 points on the exam will not qualify for the promotion sought, and therefore will not move on to the next element of the process.

[b] Candidates who have participated in the foregoing exam administered by the New Jersey Police Chiefs Association, or another exam authorized by the governing body, and score 70 points or above, will be interviewed and/or evaluated by a Police Committee consisting of the Chief of Police, Police Captain(s), and Police Lieutenants(s). The Police Committee shall provide a score at the conclusion of each interview and/or evaluation, valued at 25% of his or her overall score. The Police Committee shall score candidates by using some or all of the following criteria:

[1] Biannual employee evaluations.

[2] Standardized set of questioning.

[3] Individual questioning.

[4] Officer breadth of knowledge and supervisory skills.

[5] Merit, productivity, demonstrated ability and accomplishments.

[6] Efforts supporting Department goals and objectives.

[7] In-service education and specialized schools.

[8] Specialized job assignments, responsibilities, and subsequent performance.

[9] Attitude and demeanor.

[10] Commendations.

[c] Candidates who have participated in the foregoing exam administered by the New Jersey Police Chiefs Association, or another exam authorized by the governing body, and score 70 points or above, shall be assigned additional points based on the following criteria:

[1] Seniority: Candidate earns one point for every year of police service, with a maximum attainable score of 20 points.

[2] Education and/or Military Service: Candidate earns the following points for credits attained at an accredited college and/or active-duty military service (honorable discharge), with a maximum attainable score of 15 points.

30+ college credits = 3 points

60+ college credits = 6 points

90+ college credits = 9 points

120+ college credits = 12 points

150+ college credits = 15 points

2+ years in military/honorable discharge = 3 points

4+ years in military/honorable discharge = 6 points

(3) Captain: For promotion to the rank of Captain, each candidate shall be scored and subsequently ranked, by score, as follows:

[a] Candidates will participate in an interview conducted by a Police Committee consisting of the Chief of Police, Police Captain(s), the Mayor, and two Councilpersons. The Police Committee shall provide a score at the conclusion of each interview, based on an evaluation that contains a maximum point value of 60 points. The Police Committee shall score candidates with consideration to the following criteria:

[1] Standardized set of questioning.

[2] Individual questioning.

[3] Comprehension and presentation skills in oral communication.

[4] Maturity in judgement.

- [5] General knowledge of current Departmental operations.
 - [6] Management capabilities.
 - [7] Problem solving through creative concepts.
 - [8] Merit, productivity, demonstrated ability and accomplishments.
 - [9] In-service education and specialized schools.
 - [10] Specialized job assignments, responsibilities, and subsequent performance.
 - [11] Attitude and demeanor.
 - [12] Commendations.
 - [13] Review of personnel file.
- [b] Candidates who have participated in the foregoing interview conducted by the recognized Police Committee, shall be assigned additional points based on the following criteria:
- [1] Seniority: Candidate earns one point for every year of police service, with a maximum attainable score of 20 points.
 - [2] Education and/or Military Service: Candidate earns the following points for credits attained at an accredited college and/or active-duty military service (honorable discharge), with a maximum attainable score of 20 points.
 - 30+ college credits = 4 points
 - 60+ college credits = 8 points
 - 90+ college credits = 12 points
 - 120+ college credits = 16 points
 - 150+ college credits = 20 points
 - 2+ years in military/honorable discharge = 4 points
 - 4+ years in military/honorable discharge = 8 points

BE IT FURTHER ORDAINED that the remainder of this ordinance remains unchanged, and that this amendment shall become effective January 1, 2022, upon publication in accordance with law.