

**BOROUGH OF GARWOOD
UNION COUNTY, NEW JERSEY
MUNICIPAL BUILDING
403 SOUTH AVENUE
GARWOOD, NJ 07027**

ORDINANCE 25-04

AN ORDINANCE AMENDING THE BOROUGH CODE OF THE BOROUGH OF GARWOOD BY AMENDING CHAPTER 34, ENTITLED "POLICE DEPARTMENT", SECTION 4, ENTITLED "APPOINTMENTS".

WHEREAS, the Borough of Garwood (the "Borough") has previously adopted Chapter 34, Section 4 of the Code of the Borough of Garwood establishing the promotional procedures for the police department; and

WHEREAS, the Chief of Police has recommended revisions to the promotional procedures in response to changes in the police department, accreditation, and the ability to fill promotional opportunities in the future; and

WHEREAS, the Police Committee has worked with the Chief of Police on the code modifications and recommends same to the Borough Council for their approval; and

NOW, THEREFORE, BE IT ORDAINED by the governing body of the Borough of Garwood that Chapter 34 (Police Department), Section 4 (Appointments) of the Borough Code of the Borough of Garwood is hereby amended as follows (additions underscored, deletions ~~struck through~~):

§ 34-4. Appointments. [Amended 2-28-2017 by Ord. No. 17-04]

A. The Mayor shall nominate with the advice and consent of the Council, the Chief of Police, captains, lieutenants, sergeants, detectives, regular, probationary and special policemen.

B. Chief of Police promotions. **[Amended 10-27-2022 by Ord. No. 22-14]**

(1) General requirements.

(a) Eligibility. The Borough of Garwood Governing Body desires to promote the most qualified candidates to the position of Chief of Police. This subsection establishes the eligibility requirements and the process for promotion to the Chief of Police. The promotion process shall be on the basis of merit, education, demonstrated ability, record review and interview. In accordance with N.J.S.A. 40A:14-129, promotion of any officer shall be made from the membership of the Department. To be considered for the position of Chief of Police, the candidates must have previously been serving the Borough in the rank of Sergeant or higher. Candidates must have served in the title of Sergeant or higher for a minimum of ~~three years~~ one (1) year.

(2) Promotional process.

(a) Candidates for the position of Chief of Police shall participate in a promotional process administered by the Borough Administrator. The Borough Administrator shall announce the promotional process to members of the Police Department by posting the announcement in the common area of the Police Department and/or the Police Department bulletin board. The posting announcement shall contain at a minimum, the rank to be filled, years of experience required in subsequent rank, and prospective date for the interview. Candidates who qualify shall notify the Borough Administrator of his or her interest in the promotion by submitting a letter of interest no later than 44 ~~ten~~ (10) calendar days after the promotion announcement. Failure to do so shall render the officer ineligible to participate in the promotional process.

(3) Promotion testing procedure. The promotion testing procedure for the Garwood Police Department shall consist of an oral interview and a record review.

(a) Two oral interview(s).

[1] One interview will be conducted by the New Jersey State Association of Chiefs of Police with feedback provided to the Mayor and Council.

[2] Oral interview (Mayor and Council).

~~A second interview shall be conducted by the Mayor and Council. The interview shall focus on but not be limited to the candidates' knowledge the Borough of Garwood's form of government, police administration, leadership and management abilities, municipal budget process, Police Department budget, Attorney General guidelines, staffing, community service, and N.J.S.A 40A:14-118.~~

[a] The interview shall be conducted by the members of the Mayor and Council. The interview shall focus on but not be limited to the candidates' knowledge of the Borough of Garwood's form of government, police administration, leadership and management abilities, specialized training and/or assignments, municipal budget process, staffing, and community service, and N.J.S.A 40A:14-118.

[b] All candidates shall be given the same ten (10) identical questions, and the Borough Administrator or Assistant Borough Administrator shall administer the questions.

[c] Each candidate shall be graded on a ~~thirty five~~ 40-point scale.

[3] ~~All candidates shall be given the same identical questions by the Mayor and Council, and the Borough Administrator shall administer the questions and keep written records of each candidate's responses to same.~~ Based on scheduling needs of the Mayor and Council and the New Jersey State Association of Chiefs of Police, the Mayor and Council interview may occur first or the New Jersey State Association of Chiefs of Police may occur first. There is no specific order for the interviews.

[4] Each candidate shall be graded on a ~~sixty~~ seventy (70) point scale.

[a] ~~Up to 55 points~~ Forty (40) points will be awarded from the Mayor and Council interview.

[b] ~~Up to five points~~ thirty (30) points will be awarded from New Jersey State Association of Chiefs of Police interview, ~~with the highest score receiving five points, second highest receiving four points, third highest receiving three points, fourth highest receiving two points, and the fifth highest receiving one point. If applicants achieve the same score, the points will be evenly split. Example: if the fourth and fifth place scores are the same, each candidate will receive 1.5 points.~~

(b) Record review.

[1] The candidates' personnel records shall be reviewed, which shall include ~~evaluation records,~~ education, length of service, ~~commendations,~~ specialized training, military service, ~~leadership~~ and discipline. The review of the personnel records shall be conducted by the Borough Administrator and Assistant Borough Administrator.

[2] The record review shall be graded on a ~~forty~~ thirty (30) point scale. The weight of each category of the process shall be as follows:

~~[a] Performance evaluations: zero to 10 points. **[Amended 1-26-2023 by Ord. No. 23-01]**~~

~~[i] Acceptable level or higher in at least 16 of the 20 categories in one of the past three evaluations: three points.~~

~~[ii] Acceptable level or higher in at least 16 of the 20 categories in two of the past three evaluations: seven points.~~

~~[iii] Acceptable level or higher in at least 16 of the 20 categories in three of the past three evaluations: 10 points.~~

~~[b] Education: zero to five points.~~

~~[i] Five points if completed master's degree.~~

~~[ii] Three points if completed bachelor's degree.~~

~~[iii] Two points if completed associate's degree.~~

~~[a] Education: zero to 10 points.~~

[1] If completed Master's degree: seven and one-half (7.5) points.

[2] If completed Bachelor's degree: five (5) points.

[3] If completed Associate's degree or 60 plus credits: two and one-half (2.5) points.

[4] If completed a doctorate degree: ten (10) points.

~~Years of law enforcement service: one point of credit for up to 20 years in law enforcement work (any full-time service with any police departments or full-time military service if honorably discharged).~~

~~[b] Years of law enforcement service: zero (0) to five (5) points.~~

~~[i] Five (5) to ten (10) years of service in PFRS is one point.~~

~~[ii] Eleven (11) to fifteen (15) years of service in PFRS is two points.~~

~~[iii] Sixteen (16) to twenty (20) years of service in PFRS is three points.~~

~~[iv] Twenty-one (21) to twenty-five (25) years of service in PFRS is four points.~~

~~[v] More than twenty-five (25) years of service in PFRS is five points.~~

~~[c] Commendations zero to two points. One point for each commendation up to a maximum of two points.~~

~~[c] Specialized training: zero to three ten points. One point for each specialized training (i.e., FBI training, SWAT, police administration, etc.) up to a maximum of three points.~~

~~[d] Military service: five (5) points.~~

~~[i] Active duty or honorable discharge or general discharge under honorable conditions.~~

~~[d] Disciplinary actions:~~

~~[i] Each major sustained discipline (suspension of more than five days) will result in a deduction of two points.~~

~~[ii] Each minor sustained discipline (five day suspension or less, including written reprimands) will result in a deduction of one point.~~

~~[iii] All previous sustained disciplinary actions shall be considered and reviewed to achieve the broadest scope of review for the given candidate by his/her supervisors.~~

[e] Disciplinary actions:

[i] Each major sustained discipline (suspension of more than five (5) days) will result in a deduction of five (5) points.

[ii] Each minor sustained discipline (five (5) day suspension or less, including written reprimands) will result in a deduction of one (1) point.

[iii] All previous sustained disciplinary actions shall be considered and reviewed to achieve the broadest scope of review for the given candidate by his/her supervisors.

(c) Each candidate shall be ranked based on the total score as outlined above. The candidates shall then be ranked from the highest to lowest based on score. The list shall include the candidates' names and final scores and shall be afforded to the Mayor and Borough Council. Thereafter, the Mayor shall make his/her final determination and appointment in accordance with § 34-4A.

[1] Where two or more candidates are ranked equally pursuant to the promotional procedure set forth herein, preference shall be given to the candidate with the most seniority in service pursuant to N.J.S.A 40A:14-129, or a resident over a nonresident pursuant to N.J.S.A 40A:14-122.6. Residency shall prevail over seniority in the case of candidates that are ranked equally.

C. ~~Lieutenant/Captain promotions.~~ **[Added 9-12-2017 by Ord. No. 17-18; amended 10-27-2022 by Ord. No. 22-14]; 1-26-2023 by Ord. No. 23-01; 12-7-2023 by Ord. No. 23-31]**

(1) General requirements.

(a) Eligibility. The Borough of Garwood governing body desires to promote the most qualified candidates to the positions of ~~Lieutenant and Captain.~~ This subsection establishes the eligibility requirements and the process for promotion ~~to the Lieutenant and Captain.~~ The promotion process shall be on the basis of merit, education, demonstrated ability, record review and interviews. In accordance with N.J.S.A. 40A:14-129, promotion of any officer shall be made from the membership of the Department. To be considered for the position of Captain, the candidates must have previously been serving the Borough in the rank of Sergeant or Lieutenant and served in one of the titles for a minimum of one year. ~~To be considered for the position of Lieutenant, the candidates must have previously been serving the Borough in the rank of Sergeant and served in the title for a minimum of one year.~~ If candidate served in the title of Lieutenant for less than one (1) year, but previously served in the position of Sergeant, time served in lower rank of Sergeant shall count towards the one (1) year of service.

(2) Promotional process.

- (a) Candidates for the position of ~~Lieutenant and~~ Captain shall participate in a promotional process administered by the Borough Administrator. The Borough Administrator shall announce the promotional process to members of the Police Department by posting the announcement in the common area of the Police Department and/or the Police Department bulletin board. The posting announcement shall contain, at a minimum, the rank to be filled, years of experience required in subsequent rank, and prospective date for the interview. Candidates who qualify shall notify the Borough Administrator of his or her interest in the promotion by submitting a letter of interest and a complete candidate record form no later than ten (10) calendar days after the promotion announcement. Failure to do so shall render the officer ineligible to participate in the promotional process.

(3) Promotion testing procedure. The promotion testing procedure for the Garwood Police Department shall consist of two oral interviews and a record review.

- (a) Oral interview (Mayor and Council) and oral interview (NJ State Chief's Association).

[1] Oral interview (Mayor and Council).

[a] The interview shall be conducted by the members of the Mayor and Council. The interview shall focus on but not be limited to the candidates' knowledge of the Borough of Garwood's form of government, police administration, leadership and management abilities, specialized training and/or assignments, municipal budget process, staffing, and community service.

[b] All candidates shall be given the same ten (10) identical questions, and the Borough Administrator or Assistant Borough Administrator shall administer the questions.

[c] Each candidate shall be graded on a thirty-five-point scale.

[2] Oral interview (NJ State Chief's Association).

[a] One (1) oral interview shall be conducted by the New Jersey State Association of Chiefs of Police with feedback provided to the Mayor and Council.

[b] All candidates shall be given identical questions.

[c] Each candidate shall be graded on a thirty-five (35) point scale.

(b) Record review

[1] The candidates' personnel records shall be reviewed which shall include education, commendations, military service, and discipline. The review of the personnel records shall be conducted by the Borough Administrator.

[2] The record review shall be graded on a thirty (30) point scale. The weight of each category of the process shall be as follows:

~~[a] Attendance composite: up to five points. Attendance is averaged over the previous full three calendar years, excluding illness or absence in compliance with the Family Medical Leave Act.~~

~~[i] Average 0.0 to 1.5 sick days per year: five points.~~

~~[ii] Average 1.51 to 3.0 sick days per year: four points.~~

~~[iii] Average 3.1 to 5 sick days per year: three points.~~

- [a] ~~Specialized training: zero to three ten points. One point for each specialized training (i.e., FBI training, SWAT, police administration, etc.) up to a maximum of three points. Specialized training shall be: Completion of FBI National Academy training or equivalent is worth five (5) points. Completion of NJSACOP Command and Leadership training or equivalent is worth three (3) points. Completion of FBI LEEDA Trilogy training or equivalent is worth two (2) points.~~
- [b] Education: zero (0) to ten (10) points.
- [i] If completed Master's degree: seven and one-half (7.5) points.
 - [ii] If completed Bachelor's degree: five (5) points.
 - [iii] If completed Associate's degree or sixty (60) plus credits: two and one-half (2.5) points.
 - [iv] If completed a doctorate degree: ten (10) points.
- [c] Years of law enforcement service: zero (0) to five (5) points.
- [i] Five (5) to ten (10) years of service in PFRS is one (1) point.
 - [ii] Eleven (11) to fifteen (15) years of service in PFRS is two (2) points.
 - [iii] Sixteen (16) to (20) years of service in PFRS is three (3) points.
 - [iv] Twenty-one (21) to twenty-five (25) years of service in PFRS is four (4) points.
 - [v] More than twenty-five (25) years of service in PFRS is five (5) points.
- [d] Military service: five (5) points.
- [i] Active duty or honorable discharge or general discharge under honorable conditions.
- ~~[e] Commendations: zero to five points.~~
- ~~[i] One point for each commendation up to a maximum of five points.~~
- [e] Disciplinary actions:
- [ii] Each major sustained discipline (suspension of more than five days) will result in a deduction of five (5) points.
 - [iii] Each minor sustained discipline (five-day suspension or less, including written reprimands) will result in a deduction of one (1) point.
 - [iv] All previous sustained disciplinary actions shall be considered and reviewed to achieve the broadest scope of review for the given candidate by his/her supervisors.
- [3] Where two or more candidates are ranked equally pursuant to the promotional procedure set forth herein, preference shall be given to the candidate with the most seniority in service pursuant to N.J.S.A. 40A:14-129, or a resident over a nonresident pursuant to N.J.S.A. 40A:14-122.6. Residency shall prevail over seniority in the case of candidates that are ranked equally.
- [4] When a vacancy for Chief coincides with a vacancy for Captain, one single search and testing process may be administered utilizing the testing and job search methods outlined in § 34-4B Chief of Police promotions, with the highest scoring candidate

being first offered the position of Chief of Police and, upon acceptance, the second highest scoring candidate being offered the position of Captain. If the highest scoring candidate declines the offer of Chief of Police, that candidate will be offered the position of Captain and the second highest scoring candidate will be offered the position of Chief of Police. If either the position of Chief of Police or Captain remain vacant due to multiple candidates declining either position, offers will be made to the remaining candidates based on the top scores of the candidates remaining on the list.

- (c) Each candidate shall be ranked based on the total score as outlined above. The candidates shall then be ranked from the highest to lowest based on score. The list shall include the candidates' names and final scores and shall be forwarded to the Mayor and Borough Council. Thereafter, the Mayor shall make his/her final determination and appointment in accordance with § 34-4A.

(4) Procedures for Review.

- (a) Any candidate(s) who was not promoted, may ask the Chief of Police to review their final numerical scoring obtained during the promotional process. The final number scoring will be the final score for the State Chief's Exam, the Personnel Record, and the Mayor and Council (not inclusive of individual scoring by the members of the Mayor and Council during promotional process).
- (b) The Chief of Police will meet individually with any candidate requesting to review the results of the promotional scoring. Nothing contained in this directive shall confer upon any employee an expectation or contractual right because of such a meeting.

D. Lieutenant promotions. [Added 9-12-2017 by Ord. No. 17-18; amended 10-27-2022 by Ord. No. 22-14]; 1-26-2023 by Ord. No. 23-01; 12-7-2023 by Ord. No. 23-31]

(1) General requirements.

- (a) Eligibility. The Borough of Garwood governing body desires to promote the most qualified candidates to the positions of Lieutenant and Captain. This subsection establishes the eligibility requirements and the process for promotion to the Lieutenant and Captain. The promotion process shall be on the basis of merit, education, demonstrated ability, record review and interviews. In accordance with N.J.S.A. 40A:14-129, promotion of any officer shall be made from the membership of the Department. ~~To be considered for the position of Captain, the candidates must have previously been serving the Borough in the rank of Sergeant or Lieutenant and served in one of the titles for a minimum of one year. To be considered for the position of Lieutenant, the candidates must have previously been serving the Borough in the rank of Sergeant and served in the title for a minimum of one (1) year. If candidate served in the title of Lieutenant for less than one year, but~~
~~previously served in the position of Sergeant, time served in lower rank of Sergeant shall count towards the one year of service.~~

(2) Promotional process.

- (a) Candidates for the position of Lieutenant and Captain shall participate in a promotional process administered by the Borough Administrator. The Borough Administrator shall announce the promotional process to members of the Police Department by posting the announcement in the common area of the Police Department and/or the Police Department bulletin board. The posting announcement shall contain, at a minimum, the rank to be filled, years of experience required in subsequent rank, and prospective date for the interview. Candidates who qualify shall notify the Borough Administrator of his or her interest in the promotion by submitting a letter of interest and a complete candidate record form no later

than 10 calendar days after the promotion announcement. Failure to do so shall render the officer ineligible to participate in the promotional process.

(3) Promotion testing procedure. The promotion testing procedure for the Garwood Police Department shall consist of two oral interviews and a record review.

(a) Oral interview (Mayor and Council) and oral interview (NJ State Chief's Association).

[3] Oral interview (Mayor and Council).

[a] The interview shall be conducted by the members of the Mayor and Council. The interview shall focus on but not be limited to the candidates' knowledge of the Borough of Garwood's form of government, police administration, leadership and management abilities, specialized training and/or assignments, municipal budget process, staffing, and community service.

[b] All candidates shall be given the same ten (10) identical questions, and the Borough Administrator or Assistant Borough Administrator shall administer the questions.

[c] Each candidate shall be graded on a thirty-five (35) point scale.

[4] Oral interview (NJ State Chief's Association).

[a] One oral interview shall be conducted by the New Jersey State Association of Chiefs of Police with feedback provided to the Mayor and Council.

[b] All candidates shall be given identical questions.

[c] Each candidate shall be graded on a thirty-five (35) point scale.

(b) Record review.

[5] The candidates' personnel records shall be reviewed which shall include education, commendations, military service, and discipline. The review of the personnel records shall be conducted by the Borough Administrator.

[6] The record review shall be graded on a thirty (30) point scale. The weight of each category of the process shall be as follows:

[a] Attendance composite: up to five points. Attendance is averaged over the previous full three calendar years, excluding illness or absence in compliance with the Family Medical Leave Act.

[i] Average 0.0 to 1.5 sick days per year: five (5) points.

[ii] Average 1.51 to 3.0 sick days per year: four (4) points.

[iii] Average 3.1 to 5 sick days per year: three (3) points.

[b] Education: zero (0) to ten (10) points.

[i] If completed Master's degree: seven and one-half (7.5) points.

[ii] If completed Bachelor's degree: five (5) points.

[iii] If completed Associate's degree or sixty (60) plus credits: two and one-half (2.5) points.

[iv] If completed a doctorate degree: ten (10) points.

- [c] Years of law enforcement service: zero (0) to five (5) points.
 - [i] Five (5) to ten (10) years of service in PFRS is one (1) point.
 - [ii] Eleven (11) to fifteen (15) years of service in PFRS is two (2) points.
 - [iii] Sixteen (16) to twenty (20) years of service in PFRS is three (3) points.
 - [iv] Twenty-one (21) to twenty-five (25) years of service in PFRS is four (4) points.
 - [v] More than twenty-five (25) years of service in PFRS is five (5) points.
- [d] Military service: five (5) points.
 - [i] Active duty or honorable discharge or general discharge under honorable conditions.
- [e] Commendations: zero (0) to five (5) points.
 - [i] One (1) point for each commendation up to a maximum of five (5) points.
- [f] Disciplinary actions:
 - [i] Each major sustained discipline (suspension of more than five days) will result in a deduction of five (5) points.
 - [ii] Each minor sustained discipline (five-day suspension or less, including written reprimands) will result in a deduction of one (1) point.
 - [iii] All previous sustained disciplinary actions shall be considered and reviewed to achieve the broadest scope of review for the given candidate by his/her supervisors.
- [7] Where two or more candidates are ranked equally pursuant to the promotional procedure set forth herein, preference shall be given to the candidate with the most seniority in service pursuant to N.J.S.A. 40A:14-129, or a resident over a nonresident pursuant to N.J.S.A. 40A:14-122.6. Residency shall prevail over seniority in the case of candidates that are ranked equally.
- (c) Each candidate shall be ranked based on the total score as outlined above. The candidates shall then be ranked from the highest to lowest based on score. The list shall include the candidates' names and final scores and shall be forwarded to the Mayor and Borough Council. Thereafter, the Mayor shall make his/her final determination and appointment in accordance with § 34-4A.
- (4) Procedures for Review.
 - (a) Any candidate(s) who was not promoted, may ask the Chief of Police to review their final numerical scoring obtained during the promotional process. The final number scoring will be the final score for the State Chief's Exam, the Personnel Record, and the Mayor and Council (not inclusive of individual scoring by the members of the Mayor and Council during promotional process).
 - (b) The Chief of Police will meet individually with any candidate requesting to review the results of the promotional scoring. Nothing contained in this directive shall confer upon any employee an expectation or contractual right because of such a meeting.

E. Sergeant promotions. **[Added 9-12-2017 by Ord. No. 17-18; amended 10-27-2022 by Ord. No. 22-14; 1-26-2023 by Ord. No. 23-01; 12-7-2023 by Ord. No. 23-31]**

(1) Notification.

- (a) For all promotions, notice shall be posted no less than thirty (30) days prior to testing, and a list of recommended reading will accompany same.
- (b) For all promotions, a letter of intent to participate in the testing process shall be submitted on department letterhead to the office of the Chief of Police and a complete candidate record form no less than ten (10) days prior to testing.

(2) Eligibility.

- (a) Sergeant: Police officers with five (5) or more years of law enforcement service (minimum of three (3) years in Garwood) on the date of the test promotional notice are eligible to participate in the promotional process.
- (b) In the event that there is only one or no officers eligible for a promotion to Sergeant with the consent of the Borough Council, the Chief of Police may amend the eligibility requirements set forth in Subsection D(2)(a) above, to widen the eligibility for more candidates.

(3) Qualifications.

- (a) The qualifications as outlined in the Garwood Police Department job description for the position of Sergeant. A copy of the job description may be requested from the Chief of Police and/or the Borough Administrator.

(4) Process.

- (a) Promotion testing procedure. The promotion testing procedure for the Garwood Police Department shall consist of two (2) oral interviews and a record review.

[1] First oral interview conducted by the New Jersey State Association of Chiefs of Police graded on a thirty-five-point scale.

[a] The oral interview will include but not be limited to New Jersey Criminal and Motor Vehicle Law, New Jersey Law Enforcement Handbook, Attorney General guidelines, Garwood Department Rules and Regulations, SOPs, Borough Code and Rules of Court.

- (b) Personnel assessment, overall value: twenty-five (25) points.

[1] Length of service composite: up to five points.

[a] Five (5) to ten (10) years of service in PFRS: one (1) point.

[b] Eleven (11) to fifteen (15) years of service in PFRS: two (2) points.

[c] Sixteen (16) to twenty (20) years of service in PFRS: three (3) points.

[d] Twenty-one (21) to twenty-five (25) years of service in PFRS: four (4) points.

[e] More than twenty-five (25) years of service in PFRS: five (5) points.

[2] Attendance composite: up to five (5) points. Attendance is averaged over the previous full three (3) calendar years, excluding illness or absence in compliance with the Family Medical Leave Act.

- [a] Average 0.0 to 1.5 sick days per year: five (5) points.
 - [b] Average 1.51 to 3.0 sick days per year: four (4) points.
 - [c] Average 3.1 to 5 sick days per year: three (3) points.
- [3] Education: up to ten (10) points.
- [a] If completed, Associate's degree or 60 plus credits: two and one-half (2.5) points.
 - [b] If completed, Bachelor's degree: five (5) points.
 - [c] If completed, Master's degree: seven and one-half (7.5) points.
 - [d] If completed, Doctorate degree: ten (10) points.
 - [e] Military service: five (5) points.
 - [i] Active duty or honorable discharge or general discharge under honorable conditions.
 - [f] Commendations: zero (0) to five (5) points.
 - [i] One point for each commendation up to a maximum of five (5) points.
- [1] Second oral interview, overall value: thirty-five (35) points.
- [a] An interview will be conducted with each of the candidates. The same 10 questions will be asked of each candidate. Each question will be valued at four points, for a total possible score of forty (40) points. The Chief of Police or his designee will proctor the interview and will ask the questions to the candidates. The high score and low score for each candidate will be discarded and the remaining scores will be averaged for the final interview score. The interview shall be scored by the following:
 - [b] Police Chief.
 - [c] Members of the Police Committee.
 - [d] At least one Chief of Police from another municipality unfamiliar with the candidates.
- [2] The interview questions will be based on some of the following topics:
- [a] Personal and professional accomplishments.
 - [b] Actions or suggestions that you have taken or made to improve the overall operation of the department.
 - [c] Community involvement.
 - [d] Extra activities that support law enforcement, i.e., teaching the academy, Unity Tour, Special Olympics, etc.
 - [e] Recommended cost savings or efficiency improvements.
 - [f] Interpersonal skills and management theory.
- (c) Disciplinary actions. The Chief of Police shall do a file review of each candidate with regard to prior discipline. Any prior discipline shall result in a deduction in points.

[1] Each major sustained discipline (suspension of more than five days) will result in a deduction of five (5) points.

[2] Each minor sustained discipline (five-day suspension or less, including written reprimands) will result in a deduction of one (1) point.

(5) Each candidate shall be ranked based on the total score as outlined above. The candidates shall then be ranked from the highest to lowest based on score. A list shall include the candidates' names and final scores and shall be forwarded to the Mayor and Borough Council. Thereafter, the Mayor shall make his/her final determination and appointment in accordance with § 34-4A. The officers on the promotion list will remain eligible for promotion for a period of three years from the date the list is afforded to the Mayor for determination and appointment.

(a) Where two or more candidates are ranked equally pursuant to the promotional procedure set forth herein, preference shall be given to the candidate with the most seniority in service pursuant to N.J.S.A. 40A:14-129, or a resident over a nonresident pursuant to N.J.S.A. 40A:14-122.6. Residency shall prevail over seniority in the case of candidates that are ranked equally.

(6) Procedures for Review.

(a) Any candidate(s) who was not promoted, may ask the Chief of Police to review their final numerical scoring obtained during the promotional process.

(b) to review the results of the promotional scoring. Nothing contained in this directive shall confer upon any employee an expectation or contractual right because of such a meeting.

BE IT FURTHER ORDAINED, that if any section, paragraph, subsection, clause, or provision of this Ordinance shall be adjudged by the courts to be invalid, such adjudication shall apply only to the section, paragraph, subsection, clause, or provisions so adjudicated, and the remainder of the Ordinance shall be deemed valid and effective; and

BE IT FURTHER ORDAINED, that any ordinances or parts thereof in conflict with the provisions of this Ordinance are repealed to the extent of such conflict; and

BE IT FURTHER ORDAINED, that this Ordinance shall take effect after final passage and publication in accordance with applicable law.

Rejected Approved

Jen Blumenstock, Mayor

Date

Reconsidered by Council _____

Override Vote Yes ___ No ___

DATE OF INTRODUCTION: FEBRUARY 13, 2025

RECORDED VOTE OF COUNCIL																
	Date:					Date:					Date:					
	First Reading Introduction					Final Reading - Adoption					Tabled					
Council Member	M	S	Yay	Nay	N V	Ab	M	S	Yay	Nay	N V	Ab	M	S	Yay	Nay
Boto																
Foley																
Kearney																
Lazarow																
Padusniak																
Nolde																
✓ - Indicates Vote NV – Not Voting/Abstain AB – Absent M – Motion S - Seconded																

This is to certify that this is a true and compared copy of an Ordinance adopted by the Council of the Borough of Garwood on February 13, 2025.

NENNETTE PERRY, R.M.C.
Municipal Clerk