

AN ORDINANCE AMENDING CHAPTER 4 (ADMINISTRATIVE ORGANIZATIONS), ARTICLE XIV (DEPARTMENT OF POLICE), SECTION 4-83 (PROMOTION) OF THE MUNICIPAL CODE OF THE TOWNSHIP OF BRIDGEWATER SO AS TO FURTHER AMEND AND CLARIFY THE PROCEDURE FOR OFFICER PROMOTION.

WHEREAS, Section 4-83 of the Municipal Code of the Township of Bridgewater mandates the procedure for promotion in the Department of Police; and

WHEREAS, by Ordinance No. 20-01, the Township Council made certain amendments to clarify the procedure for the conduct of oral interview ratings for the ranks of sergeant and lieutenant; and

WHEREAS, the Acting Chief has also requested that further corrective amendments Section 4-83(B)(6)(b) and Section 4-83(C)(6)(b) to permit an oral interview point total maximum of 400 in the event there are only four rating officers pursuant to Section 4-83(E)(6); and

NOW, THEREFORE, BE IT ORDAINED by the Township Council of the Township of Bridgewater, in the County of Somerset, State of New Jersey, that Chapter 4, Article XIV of the Municipal Code of the Township of Bridgewater, County of Somerset, State of New Jersey, is hereby modified through this amendment to Section 4-83 entitled "Promotions" as follows:

SECTION I.

Section 4-83(B)(6)(b) is hereby amended as follows (struck through portions are to be removed; bolded and underlined portions are to be added):

(b) An oral interview will be conducted with the top 15 highest-scoring candidates. The interview shall include uniform questions, rating scales and the interview results shall be recorded on a standardized form. The oral interview shall be based on a total of 100 points for each rater for a total of **either 400 or 500** possible points **(depending on the number of available raters pursuant to Section 4-83(E)(6) of this Chapter)** for each candidate for this particular section. **Notwithstanding Section 4-83(E)(6) of this Chapter,** the raters are—as follows **for this section shall include:**

- [1] Chief of Police.
- [2] Operations Captain.
- [3] Administrative Captain.
- [4] Administrative Lieutenant.
- [5] Operations Lieutenant.

SECTION II.

Section 4-83(C)(6)(b) is hereby amended follows (struck through portions are to be removed; bolded and underlined portions are to be added):

(b) An oral interview will be conducted with all the candidates for the position of Lieutenant. The interview shall include uniform questions, rating scales and the interview results shall be recorded on a standardized form. The oral interview shall be based on a total of 100 points for each rater for a total of **either 400 or 500** possible points **(depending on the number of available raters pursuant to Section 4-83(E)(6) of this Chapter)** for each candidate for this particular section. **Notwithstanding Section 4-83(E)(6) of this Chapter,** raters for this section shall include:

- [1] Chief of Police.
- [2] Operations Captain.
- [3] Administrative Captain.
- [4] Administrative Lieutenant.
- [5] Operations Lieutenant.

SECTION III

Section 4-83(B)(6)(d) is hereby amended as follows (struck through portions are to be removed; bolded and underlined portions are to be added):

[1] Each candidate's score for this section is calculated by utilizing the following formula: total points received by the candidate divided by 500 **(or divided by 400 in the event there are only four (4) raters pursuant to Section 4-83(E)(6) of this Chapter)** then multiplied by 40 is the candidate's score for this section. [Example: Candidate A's overall score is 300. $(300/500) \times 40 = 24.00$ points.]

[2] Each of the four elements (supervisory review, service credit, education, oral interview) comprising the promotional process will provide each candidate with a numerical overall score. The candidates shall be ranked from highest score to lowest score. The five lowest-scoring candidates shall be removed from the promotional process. The remaining 10 candidates ranked highest to lowest shall comprise the promotion eligibility list for the rank of Sergeant.

SECTION IV

Section 4-83(C)(6)(d) is hereby amended as follows (struck through portions are to be removed; bolded and underlined portions are to be added):

[1] Each candidate's score for this section is calculated by utilizing the following formula: total points received by the candidate divided by 500 **(or divided by 400 in the event there are only four (4) raters pursuant to Section 4-83(E)(6) of this Chapter)** then multiplied by 40 is the candidate's score for this section. [Example: Candidate's overall score is 350. $(350/500) \times 40 = 28.00$ points.]

[2] Each of the four elements (supervisory recommendation, time in grade, education, oral interview) comprising the promotional process will provide each candidate with a numerical overall score. The candidates shall be ranked from highest score to lowest score. The top five highest scoring candidates shall comprise the promotion eligibility list for the rank of Lieutenant.

SECTION IV. If any part of this ordinance is for any reason held to be invalid, such decision shall not affect the validity of the remaining portions of the ordinance.

SECTION V. Should any section, paragraph, sentence, or clause of this ordinance be declared unconstitutional or invalid for any reasons, the remaining portions of this ordinance shall not be affected thereby and shall remain in full force and effect and, to this end, the provisions of this ordinance are hereby declared severable.

SECTION VI. This ordinance shall take effect upon adoption and publication in the manner required by New Jersey general law but, in no event, less than 20 days after its final passage by the Township Council and approval by the Mayor, where such approval is required pursuant to N.J.S.A. 40:69A-181(b).

Adopted: February 13, 2020

Effective: March 5, 2020