



**2018  
BOROUGH OF DUMONT  
ORDINANCE**

MEMBERS	AYE	NAY	ABSTAIN	ABSENT
DI PAOLO	✓			
LaBRUNO	✓			
MANNA	✓			
RIQUELME				✓
ROSSILLO	✓			
STEWART	✓			
MAYOR KELLY				
TOTALS	5			1

Ordinance No. 1545  
 Date: June 12, 2018  
 Page: 1 of 7  
 Subject: Police Promotion Ordinance  
 Purpose: Amend Chapter 75  
 Dollar Amount: \_\_\_\_\_  
 Prepared By: Joseph Santanasto, Esq.

Offered by: LaBruno  
 Seconded by: Di Paolo

Certified as a true copy of an Ordinance Adopted on 2<sup>nd</sup> Reading by the Governing Body of the Borough of Dumont on the above date at a Public Meeting by:  
Susan Connelly  
 Susan Connelly, RMC, Municipal Clerk  
 Borough of Dumont, Bergen County, New Jersey

**AN ORDINANCE OF THE BOROUGH OF DUMONT, NEW JERSEY**

**AN ORDINANCE AMENDING BOROUGH CODE PROVISIONS SETTING FORTH THE CRITERIA FOR POLICE PROMOTIONS**

WHEREAS, the Borough of Dumont ("Borough") has determined that changes to the Borough Code concerning the criteria for police promotions are required in order to ensure to ensure efficient, orderly, and effective operation of the Borough's Police Department;

**NOW THEREFORE BE IT ORDAINED**, by the Mayor and Council of the Borough of Dumont, County of Bergen, State of New Jersey, as follows:

1. Section 75-9 of the Borough Code be and is hereby amended to read as follows:  
(changes in **bold**):

A. Promotions to Sergeant, Lieutenant and Captain:

(1) Promotion of any member or officer of the Police Department to a Sergeant, Lieutenant or Captain shall be made from the membership of the Department. Due consideration shall be given to the member or officer so proposed for the promotion to the length and merit of his/her service, his/her score on any written examination given for the vacant position, and preference shall be given according to seniority in service. Consideration shall also be given to the recommendations of the Chief of Police. No person shall be eligible for promotion to be a superior officer unless he/she shall have previously served as a patrol person for at least six years in the Department. A resident shall be appointed rather than a nonresident in any instance in which the resident and the nonresident achieve the same final average score in any written examination which may be given for promotion. This preference shall not, however, diminish, reduce, or affect any preference granted to veterans pursuant to any other provision of law.

(a) The selection process for the promotion of candidates to the position of Sergeant, Lieutenant and Captain shall comprise of the following components with corresponding weights:

[1] Seniority: 20%

[2] Education: 10%

[3] Mayor and Council Evaluation: 20%

[4] Written Examination: 15%

[5] Chief of Police Recommendation: 35%. If there is no Chief of Police at the time the promotions are being considered, the acting officer in charge will assume the responsibility.

(b) The candidates shall receive a numerical point score for each of the categories identified in § 75-9(A)(1)(a) above, with a maximum of 100 points available. The amount of points available for each category shall

correspond to the percentage values set forth in § 75-9(A)(1)(a) (i.e., the maximum points awarded based on a candidate's seniority is 20 points).

(c) The above-stated components shall be defined and ranked as follows:

[1] 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 Dumont 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.

[2] Education. Candidates shall be competitively evaluated and ranked based upon the level of education attained. Candidates shall receive the following point values (out of a maximum of ten) based upon their highest level of education received:

[a] High school diploma/GED: one point.

[b] (Reserved). *Editor's Note: Former Subsection A(1)(b)[2][b], College, less than 60 credits, was repealed 12-6-2016 by Ord. No. 1500.*

[c] Associate's degree or in excess of 60 credits accumulated towards a bachelor's degree: four points.

[d] High school diploma/GED + United States military service resulting in an honorable discharge: five points.

[e] Bachelor's degree: seven points.

[f] Bachelor's degree + United States military service resulting in an honorable discharge: eight points

[g] Master's degree: nine points.

[h] Master's degree + United States military service resulting in an honorable discharge: ten points

[3] Mayor and Council evaluation. Candidates shall be competitively evaluated on their merit in a promotional evaluation process. The Mayor and Council shall delegate the task of conducting this

components. In the event that members of the police force receive the same total value, preference shall be given to seniority, and a resident shall be appointed rather than a nonresident.

- (3) Each list of eligibles shall be certified by the Mayor and Council, or its designee, and shall remain in effect for a period of two (2) years.
- (4) Upon the occurrence of a need for promotion during the pendency of a list of eligibles, no new test shall be required, and the scores on the existing list of eligibles shall be utilized in fulfilling the vacancies.
- (5) In the event all candidates on an active list of eligibles have been promoted and further vacancies occur prior to its expiration, the Borough shall have the power to promulgate a new test and re-start the promotional process in order to fill these vacancies.

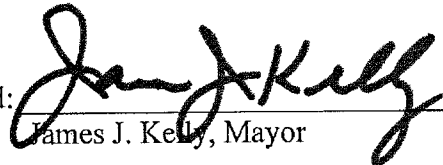
3. There are no other changes to this Chapter of the Borough Code of the Borough of Dumont.

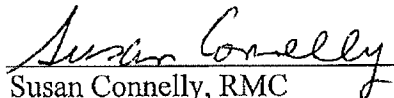
4. All ordinances and parts of ordinances inconsistent herewith are hereby repealed.

5. If any section, paragraph, subdivision, clause or provision of this ordinance shall be adjudged invalid, such adjudication shall apply only to that section, subdivision, clause or provision so adjudged and the remainder of this ordinance shall be deemed to be valid and effective.

6. This ordinance shall take effect immediately upon passage and publication in accordance with law.

**IT IS FURTHER ORDAINED** that the remainder of Section 75 of the Code of the Borough of Dumont shall remain in full force and effect.

Approved:   
James J. Kelly, Mayor

Attest:   
Susan Connelly, RMC  
Municipal Clerk

Introduced: May 15, 2018  
Adopted: June 12, 2018