

**ORDINANCE 1135**

**AN ORDINANCE AMENDING CHAPTER IV OF  
"REVISED GENERAL ORDINANCES OF  
THE BOROUGH OF DEAL, 1982",  
POLICE DEPARTMENT**

BE IT ORDAINED BY THE Board of Commissioners of the Borough of Deal in the County of Monmouth, State of New Jersey, as follows:

SECTION 1. Chapter 4, Police Department, of the Revised General Ordinances of the Borough of Deal, County of Monmouth, State of New Jersey, is hereby amended as follows:

**CHAPTER IV**

**POLICE DEPARTMENT**

SECTION 2.

**4.7.2 Sergeant of Police**

1. Experience: Five years as a Police Officer with the Borough of Deal Police Department.
2. Once the promotional exam is announced all eligible candidate(s) must indicate their intention to take or decline the test by so indicating said desire by signing the form provided by the Chief of Police. The candidate(s) resume must be submitted with this form.
3. Education: Candidate will meet all standards of the Deal Police Department. An Associate's Degree shall be required, but a Bachelor's Degree shall be preferred. Candidate(s) shall be issued points for their level of education. Candidate(s) with no educational degrees shall receive 1 point, candidate(s) with an Associate's Degree shall receive 2 points, candidate(s) with a Bachelor's Degree shall receive 3 points, candidate(s) with a Master's Degree shall receive 4 points and candidate(s) with a Doctorate Degree shall receive 5 points. Education shall account for 5% of the overall score in the evaluation.
4. Years of Service: Candidate(s) shall be issued points for years of Service as a Deal Police Officer. Each candidate shall receive one-quarter (.25) point for each year completed as a Deal Police Officer at the time the promotional exam is announced. The maximum allotted points for a candidate to accumulate in this phase are 5 points. Years of

service shall account for 5% of the overall score in the evaluation.

5. Written and Oral Exam: Obtain a cumulative passing score of 70% on the written and oral exams. Both the written and the oral examinations will be approved and administered by the New Jersey State Association of Chiefs of Police or an outside consultant. The successful completion of these two tests will constitute 60% of the overall score in the evaluation. If the New Jersey Association of Chiefs of Police is not utilized for the testing, the total percentage distribution for each phase of the promotional process will be determined prior to the testing procedure. An examination information/reading list shall be provided to each candidate.
6. The Promotional Review Board shall be chaired by the Mayor or his designee. The Board shall consist of the Borough Commissioners (if available), the Borough Administrator and the Chief of Police. The interview, evaluation and appointment will be based upon the totality of the candidate(s) past performance of his duties by the Promotional Review Board. This phase shall be valued at 30% of the overall score. Each candidate will be provided a list of dimensions where questions will be derived to evaluate a candidate's competencies.
7. The candidate(s) chosen for the position will be subjected to a Psychological Evaluation of the candidate's intellectual and psychological status; assessment of candidate's ability to supervise and to relate to others particularly in the chain of command. Background investigation will include but not be limited to CCH and MVC checks.
8. Final appointments will be made by the Mayor and confirmed by the Board of Commissioners to the rank of Probationary Sergeant and will serve a probationary period of six months before the permanent appointment to Sergeant.
9. The final list shall be deemed valid for a period of one year from the date of promotion. The final list may be extended at the discretion of the Board of Commissioners as deemed appropriate. As such, the Board of Commissioners of the Borough of Deal reserves the right to call for an additional examination as deemed appropriate.

#### **4.7.3 Lieutenant of Police**

1. Experience: Eight years as a Police Officer with the Borough of Deal Police Department and at least two years in Sergeant Grade.
2. Once the promotional exam is announced all eligible candidate(s) must indicate their intention to take or decline the test by so indicating said

desire by signing the form provided by the Chief of Police. The candidate(s) resume must be submitted with this form.

3. **Education:** Candidate will meet all standards of the Deal Police Department. An Associate's Degree shall be required, but a Bachelor's Degree shall be preferred. Candidate(s) shall be issued points for their level of education. Candidate(s) with no degrees shall receive 1 point, candidate(s) with an Associate's Degree will receive 2 points, candidate(s) with a Bachelor's Degree shall receive 3 points, candidate(s) with a Master's Degree shall receive 4 points and candidate(s) with a Doctorate Degree shall receive 5 points. Education shall account for 5% of the overall score in the evaluation.
4. **Years in Grade as a Supervisor:** Candidate(s) shall be issued points for Years in Grade as a Deal Police Supervisor. Each candidate shall receive one-half (.5) point for each year completed as a Deal Police Supervisor at the time the promotional exam is announced. The maximum allotted points for a candidate to accumulate in this phase are 5 points. Years in Grade as a Supervisor shall account for 5% of the overall score in the evaluation.
5. **Written and Oral Exam:** A written and oral examination will be prepared and conducted by an outside consultant. The outside consultant will be responsible for the evaluation and scoring of this phase of the promotional process. This phase shall be valued at 30% of the overall score in the evaluation. An examination information/reading list shall be provided to each candidate.
6. **Written Proposal:** Each candidate shall complete a written proposal, which will be scored by the Board of Commissioners, Borough Administrator and the Chief of Police. This phase will be conducted at a designated location and the candidate will have two (2) hour time limit to complete the written proposal. This phase shall be valued at 10% of the overall score in the evaluation.
7. **The Promotional Review Board** shall be chaired by the Mayor or his designee. The Board shall consist of the Borough Commissioners (if available), the Borough Administrator and the Chief of Police. The interview, evaluation and appointment will be based upon the totality of the candidate(s) past performance of his duties by the Promotional Review Board. This phase shall be valued at 50% of the overall score. Each candidate will be provided a list of dimensions where questions will be derived to evaluate a candidate's competencies.
8. The candidate(s) chosen for the position will be subjected to a Psychological Evaluation of the candidate's intellectual and

psychological status; assessment of candidate's ability to supervise and to relate to others particularly in the chain of command. Background investigation will include but not be limited to CCH and MVC checks.

9. Final appointments will be made by the Mayor and confirmed by the Board of Commissioners to the rank of Probationary Lieutenant and will serve a probationary period of six months before the permanent appointment to Lieutenant.
10. The final list shall be deemed valid for a period of one year from the date of promotion. The final list may be extended at the discretion of the Board of Commissioners as deemed appropriate. As such, the Board of Commissioners of the Borough of Deal reserves the right to call for an additional examination as deemed appropriate.

#### **4.7.4 Captain of Police**

1. Experience: Eight years as a Police Officer with the Borough of Deal Police Department and at least two years in Sergeant Grade.
2. Once the promotional exam is announced all eligible candidate(s) must indicate their intention to take or decline the test by so indicating said desire by signing the form provided by the Chief of Police. The candidate(s) resume must be submitted with this form.
3. Education: Candidate will meet all standards of the Deal Police Department. An Associate's Degree shall be required, but a Bachelor's Degree shall be preferred. Candidate(s) shall be issued points for their level of education. Candidate(s) with no degrees shall receive 1 point, candidate(s) with an Associate's Degree will receive 2 points, candidate(s) with a Bachelor's Degree shall receive 3 points, candidate(s) with a Master's Degree shall receive 4 points and candidate(s) with a Doctorate Degree shall receive 5 points. Education shall account for 5% of the overall score in the evaluation.
4. Years in Grade as a Supervisor: Candidate(s) shall be issued points for Years in Grade as a Deal Police Supervisor. Each candidate shall receive one half (.5) point for each year completed as a Deal Police Supervisor at the time the promotional exam is announced. The maximum allotted points for a candidate to accumulate in this phase are 5 points. Years in Grade as a Supervisor shall account for 5% of the overall score in the evaluation.
5. Written and Oral Exam: A written and oral examination will be prepared and conducted by an outside consultant. The outside consultant will responsible for the evaluation and scoring of this phase

of the promotional process. This phase shall be valued at 30% of the overall score in the evaluation. An examination information/reading list shall be provided to each candidate.

6. Written Proposal: Each candidate shall complete a written proposal, which will be scored by the Board of Commissioners, Borough Administrator and the Chief of Police. This phase will be conducted at a designated location and the candidate will have (2) hour time limit to complete the written proposal. This phase shall be valued at 10% of the overall score in the evaluation.
7. The Promotional Review Board shall be chaired by the Mayor or his designee. The Board shall consist of the Borough Commissioners (if available), the Borough Administrator and the Chief of Police. The interview, evaluation and appointment will be based upon the totality of the candidate(s) past performance of his duties by the Promotional Review Board. This phase shall be valued at 50% of the overall score. Each candidate will be provided a list of dimensions where questions will be derived to evaluate a candidate's competencies.
8. The candidate(s) chosen for the position will be subjected to a Psychological Evaluation of the candidate's intellectual and psychological status; assessment of candidate's ability to supervise and to relate to others particularly in the chain of command. Background investigation will include but not be limited to CCH and MVC checks.
9. Final appointments will be made by the Mayor and confirmed by the Board of Commissioners to the rank of Probationary Captain and will serve a probationary period of six months before the permanent appointment to Captain.
10. The final list shall be deemed valid for a period of one year from the date of promotion. The final list may be extended at the discretion of the Board of Commissioners as deemed appropriate. As such, the Board of Commissioners of the Borough of Deal reserves the right to call for an additional examination as deemed appropriate.

#### **4.7.5 Chief of Police**

1. Experience: Ten years with the Borough of Deal, total of Three (3) Years in Grade as a Supervisor with the Borough of Deal Police Department.
2. Once the promotional exam is announced all eligible candidate(s) must indicate their intention to take or decline the test by so indicating said desire by signing the form provided by the Chief of Police. The candidate(s) resume must be submitted with this form.

3. Education: Candidate will meet all standards of the Deal Police Department. A Bachelor's Degree shall be required, but a Master's Degree shall be preferred. Candidate(s) shall be issued points for their level of education. Candidate(s) with no degrees shall receive 1 point, candidate(s) with an Associate's Degree will receive 2 points, candidate(s) with a Bachelor's Degree shall receive 3 points, candidate(s) with a Master's Degree shall receive 4 points and candidate(s) with a Doctorate Degree shall receive 5 points. Education shall account for 5% of the overall score in the evaluation.
4. Years in Grade as a Supervisor: Candidate(s) shall be issued points for Years in Grade as a Deal Police Supervisor. Each candidate shall receive one half (.5) point for each year completed as a Deal Police Supervisor at the time the promotional exam is announced. The maximum allotted points for a candidate to accumulate in this phase are 5 points. Years in Grade as a Supervisor shall account for 5% of the overall score in the evaluation.
5. Written and Oral Exam: A written and oral examination will be prepared and conducted by an outside consultant. The outside consultant will be responsible for the evaluation and scoring of this phase of the promotional process. This phase shall be valued at 30% of the overall score in the evaluation. An examination information/reading list shall be provided to each candidate.
6. Written Proposal: Each candidate shall complete a written proposal, which will be scored by the Board of Commissioners, Borough Administrator and the Chief of Police. This phase will be conducted at a designated location and the candidate will have (2) hour time limit to complete the written proposal. This phase shall be valued at 10% of the overall score in the evaluation.
7. The Promotional Review Board shall be chaired by the Mayor or his designee. The Board shall consist of the Borough Commissioners (if available), the Borough Administrator and the Chief of Police. The interview, evaluation and appointment will be based upon the totality of the candidate(s) past performance of his duties by the Promotional Review Board. This phase shall be valued at 50% of the overall score. Each candidate will be provided a list of dimensions where questions will be derived to evaluate a candidate's competencies.
8. The candidate(s) chosen for the position will be subjected to a Psychological Evaluation of the candidate's intellectual and psychological status; assessment of candidate's ability to supervise and

to relate to others particularly in the chain of command. Background investigation will include but not be limited to CCH and MVC checks.

9. Final appointments will be made by the Mayor and confirmed by the Board of Commissioners to the rank of Chief of Police.
10. The final list shall be deemed valid for a period of one year from the date of promotion. The final list may be extended at the discretion of the Board of Commissioners as deemed appropriate. As such, the Board of Commissioners of the Borough of Deal reserves the right to call for an additional examination as deemed appropriate.

Section 3. This Ordinance shall take effect upon passage and publication according to law.

Introduced by Commissioner Simhon on September 9, 2016

Seconded by Commissioner Ades

Roll Call: Ayes 3: Cohen, Ades and Simhon

Motion to Adopt by Commissioner Simhon on September 23, 2016

Seconded by Commissioner Ades

Roll Call: Ayes 3: Cohen, Ades and Simhon