

**COUNTY OF BERGEN
BOROUGH OF PARAMUS
ORDINANCE No. 2021-32**

**AN ORDINANCE TO AMEND PART I, ADMINISTRATIVE LEGISLATION,
CHAPTER 103, POLICE DEPARTMENT, SUBSECTION 103-5.2, PROMOTION OF
OTHER POSITION, OF THE REVISED GENERAL ORDINANCES OF THE
BOROUGH OF PARAMUS**

WHEREAS, the Borough of Paramus Police Department is currently seeking accreditation with the State of New Jersey;

WHEREAS, the accreditation with the State of New Jersey will increase available funding while reducing insurance coverage premiums;

WHEREAS, the Borough Police Committee has recommended changes to the promotional procedures;

WHEREAS, the Police Benevolent Associated (PBA) as reviewed the recommended changes and has recommended their adoption.

NOW THEREFORE, BE IT ORDAINED, by the Governing Body of the Borough of Paramus, in the County of Bergen and State of New Jersey, that Part I, Administrative Legislation, Chapter 103, Police Department, Subsection 103-5.2, Promotion of Other Positions, is hereby amended as follows:

Section 1. The current text of Borough Ordinance, Part I, Administrative Legislation, Chapter 103, Police Department, Subsection 103-5.2, Promotion of Other Positions, is hereby repealed in its entirety and replaced with the following:

- A. The Borough of Paramus Governing Body desires to promote the most qualified candidates to the ranks of Captain, Lieutenant, Sergeant, Detective Lieutenant, Detective Sergeant, Detective, and Traffic Officer. If in the future, new positions are added to the table of organization which result in an officer's promotion, the rules set hereto in would govern such promotions.
- B. The appointment, promotion and assignment of personnel shall be made on the basis of qualifications of those items listed below and without regard to race, religion, sex, sexual orientation, national origin, or personal, familial, or political affiliation. In accordance with N.J.S.A. 40A:14-129, promotion of any officer shall be made from membership of the Paramus Police Department.
- C. The officers eligible for any promotion position will presently hold or have held in the past the rank directly preceding the rank of promotion. In the event there are no officers within the preceding rank, then the officers at the next lower rank shall be eligible for promotion, therefore, skipping a rank, subject to the minimum year requirements, set forth in subsection D.

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- D. Candidates being considered for the promotional rank of Sergeant must have a minimum of six (6) years' experience as a sworn officer with the Paramus Police Department. Candidates being considered for promotion to Lieutenant must have attained the rank of Sergeant with prior supervisory duties and have attained a minimum of ten (10) total years of experience with the Paramus Police Department. Candidates considered to be eligible to be Captain must have attained the rank of Lieutenant with prior Supervisory & Administrative duties and have attained a minimum of fifteen (15) total years of experience with the Paramus Police Department.
- E. The Department will conspicuously post and will notice of all promotional opportunities for at least 30 days prior to filling any vacancy. The names of the officers who apply for the position will be conspicuously posted at Police Headquarters. At the conclusion of the posting period, a complete list of officers who have submitted will be forwarded to the Borough Administrator's Office.
- F. The Chief of Police shall consider the following criteria during the promotional review:
- i. Seniority;
 - ii. Time in grade;
 - iii. Commendations, awards;
 - iv. Disciplinary history;
 - v. Confidence in ability to supervise and lead subordinates;
 - vi. Decision making ability;
 - vii. Work experience. To include: proficiency and knowledge of the job, performing the day-to-day duties, department rules, regulations and Attorney General Guidelines;
 - viii. Communication skills;
 - ix. Education, training, and skills; and
 - x. Participation within the Organization.
- G. The Chief of Police shall give due consideration to the list of factors in its totality. Seniority shall be provided the greatest deference with all other criteria weighed equally. Other than Seniority and Time in Grade, the Chief of Police is to assign one of the following ratings: Excellent, Very Good, Average, Below Average, and Poor. If any criteria not listed above are used during the promotional review, the Chief of Police shall articulate the specific criteria utilized and its relevancy.
- H. The Borough of Paramus Mayor and Council shall be responsible for the promotion of all police personnel after receiving the recommendation of the Chief of Police. The Mayor and Council shall retain the right to determine if and when promotions shall be made by the Chief of Police and accepted by the Paramus Mayor and Council, promotions shall be made permanent and with all due speed.

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- I. A Candidate Evaluation Form must be completed for each candidate. The Mayor and Council shall have the right to review the Candidate Evaluation Forms for each candidate prior to taking any action on promotions. Upon final completion of the promotion process, copies of all candidate's evaluation forms will be stored with the Office of the Chief of Police.

Section 2. Any article, chapter, section, paragraph, subsection, clause, or other provision of the Code inconsistent with the provisions of this ordinance is hereby repealed to the extent of such inconsistency.

Section 3. In case, for any reason, any portion or provision of this Ordinance shall be held to be unconstitutional or invalid, the same shall not affect any other portion or provision of this Ordinance, except so far as the portion or provision so declared unconstitutional or invalid shall be severed from the remainder or any portion thereof.

ATTEST:



Annemarie Krusznis, RMC
Borough Clerk

BOROUGH OF PARAMUS



Richard LaBarbiera
Mayor

INTRODUCED: August 25, 2021
ADOPTED: September 14, 2021