TOWNSHIP OF FRANKLIN
O-5-21

AMENDING AND REPLACING
CHAPTER 98-49
OF THE CODE OF THE TOWNSHIP OF FRANKLIN

WHEREAS, the Township Committee of the Township of Franklin have determined that certain amendments to the Code of the Township of Franklin are required.

NOW, THEREFORE, BE IT ORDAINED by the Township Committee of the Township of Franklin that Chapter 98-49, of the Code of the Township of Franklin is hereby amended in its entirety and replaced as follows:

SECTION 1. Section 98-49 of the Code of the Township of Franklin entitled is hereby replaced as follows:

§98-49 Testing Process for promotion

Testing Process for Promotion

A. Promotion shall be based on merit, demonstrated ability and competitive examination and otherwise shall comply with the provision of <u>N.J.S.A.</u>40A:14-129. The Chief of Police shall be responsible to the appropriate authority for the aspects of the testing process delegated to him.

 1. <u>Written Examination (NJSACOP using IACP exam)</u> - (30%)

    Participants must achieve a minimum score of 70% or higher on the Written Exam administered by IACP to be eligible to participate in the Oral Exam. Scores for all candidates achieving a minimum score of 70% will be converted from a 100 point/percentage score to a "30%" scale, such that a score of 100 converts to the full 30 points, for example a score of 80% is converted to (.3* 80) = 24 points.

    These results shall be forwarded to the Township Administrator directly by the NJSACOP.

 2. <u>Oral Examination (NJSACOP)</u> - (40%)

    Participants must achieve a minimum score of 70% or higher on the Oral Exam administered by NJSACOP in order to be eligible to participate in the final phase of the promotional process. Scores to be scaled to 40% scores as with written exam score for candidates achieving minimum score of 70%.

    These results shall be forwarded to the Township Administrator.

 3. <u>Education/Military Service</u> – (10%)

    Chief of Police shall prepare a list of points for all candidates based upon education and military experience as follows (most, 10 points for highest level achieved, only no stacking):

    - Master's Degree   10 points
    - Bachelor's Degree   8 points
    - Associates Degree   5 points

- Police Courses   5 points*
- Military Service   6 points**

*Completion of 40 hours (or more) classes offered by Law Enforcement Agency or a Policy Academy with one point allocated for each class with a maximum of 5 points.

**A candidate having prior military service and having been promoted to the rank of E5 or higher shall receive 6 points, regardless of length of service in rank of E5 or higher.

The Chief shall provide these scores to the Township Administrator.

4. Chief of Police Recommendation/Evaluation – (10%)

Each candidate shall be required to submit a resume to the Chief of Police outlining the candidate's merits and qualifications for promotion.

Chief of Police shall grade each candidate on a 10-point scale based upon administrative and practical work performance in specific areas set forth in the below categories granting one point for each of the below in which the chief determines a candidate meets or exceeds the standards for the category and shall be assigned zero if the chief determines the candidate does not meet the expectations of :

1. oral communication skills
2. written communication skills
3. acceptance of responsibility
4. knowledge of policy and procedures
5. judgment and decision making
6. community involvement
7. maturity
8. leadership potential
9. commendations
10. lack of prior negative discipline

The Chief shall total the points for the 10 categories in this section.
The Chief shall provide these scores to the Township Administrator.

5. Seniority – (10%)

Seniority. Each candidate shall receive one point for each year of service as a full time Franklin Township Police Officer, up to 10 years for a maximum of 10 points for any promotion to a position above the rank of Corporal. In the case of a Corporal promotion, each candidate shall receive two points for each full year up to 5 years as a full-time Franklin Township Police Officer or detective, for a maximum of 10 points.

The Chief shall provide these scores to the Township Administrator directly by the NJSACOP.

Upon the completion of Steps 1 thru 5, the Chief, the Township Administrator and the Public Safety Liaisons shall convene to complete the calculations of the scoring matrix. After final tabulation, the results shall be distributed to the Chief of Police and all members of the Township Committee.

SECTION 3

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

SECTION 4

If any part of this Ordinance shall be deemed invalid by an administrative agency or court of competent jurisdiction, such decision shall not affect the legality and enforceability of any other provision hereof.

SECTION 5

All ordinances, policies and or procedures or parts thereof in conflict or inconsistent with this Ordinance are hereby repealed, but only however, to the extent of such conflict or inconsistency.

SECTION 6

This Ordinance shall take effect upon final passage and publication as provided by law.

ATTEST: TOWNSHIP OF FRANKLIN

_____   _____
Barbara Freijomil, Clerk   John Bruno, Mayor

CERTIFICATION

I, Barbara Freijomil, Clerk of the Township of Franklin, County of Gloucester, do here certify that the foregoing Ordinance was introduced at the Regular Meeting of the Township of Franklin held on March 23, 2021 and thereafter duty advertised in the legal newspaper of the Township at least seven (7) days prior to it being considered for final passage and adoption at a subsequent meeting to be held on April 13, 2021 at which time any person interested therein will be given an opportunity to be heard.

_____

Barbara Freijomil, Municipal Clerk

Introduced March 23, 2021

Name	Yes	No	Abstain	Absent
Doyle				
Deegan				
Petsch-Wilson				
Flaim				
Bruno				

Adopted April 13, 2021

Name	Yes	No	Abstain	Absent
Doyle				
Deegan				
Petsch-Wilson				
Flaim				
Bruno				