

SECTION 1. Section 98-49 of the Code of the Township of Franklin entitled “Testing Process for Promotion” 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 N.J.S.A.40A:14-129. ***Participants must be full-time members of the Franklin Township Police Department to be eligible.*** The Chief of Police shall be responsible to the appropriate authority for the aspects of the testing process delegated to him.

1. Written Examination (NJSACOP using IACP exam) - (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. Oral Examination (NJSACOP) - (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. Education/Military Service – (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)

- Military & Master’s Degree 100 points
- Military & Bachelor’s Degree 90 points
- Military & Associates Degree 80 points
- Master’s Degree 70 points
- Bachelor’s Degree 60 points
- Military Service 60 points*
- Associates Degree 50 points
- Police Courses 50 points**

*A candidate having prior military service and having been promoted to the rank of E5 or higher.

**Completion of a class of 40 hours (or more) offered by a Law Enforcement Agency or Police Academy with 10 points awarded for each class with a maximum of 50 points.

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 *half* 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. *off-duty* community involvement *for all communities we serve*
7. maturity
8. leadership potential
9. *official* commendations
10. lack of prior negative discipline
11. *empathy*
12. *integrity*
13. *courage*
14. *accountability*
15. *flexibility*
16. *motivation*
17. *confidence*
18. *self-awareness*
19. *humility*
20. *problem solving*

The Chief shall total the points for the **20** categories in this section.
The Chief shall provide these scores to the Township Administrator.

5. Seniority – (10%)

Seniority. Each candidate shall receive **0.4 points** for each *full* year of service as a full time Franklin Township Police Officer for any promotion to a position.

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.