

**BOROUGH OF EMERSON
COUNTY OF BERGEN
NOTICE OF ADOPTION**

ORDINANCE 1556-18

**Introduced: April 3, 2018
Adopted: April 17, 2018**

NOTICE IS HEREBY GIVEN that the following ordinance was adopted on the second reading after a Public Hearing at the Regular Meeting of the Borough Council of the Borough of Emerson on the 17th day of April, 2018. A copy of Ordinance 1556-18 is on file in the Borough Clerk's Office in the Municipal Building, 1 Municipal Pl., Emerson, NJ 07630.

**AN ORDINANCE AMENDING CHAPTER 77,
POLICE DEPARTMENT**

BE IT ORDAINED, by the Mayor and Council of the Borough of Emerson, within the County of Bergen and State of New Jersey, as follows:

Section 1. Amending Section 77-7 – Determination of membership.

Section 77-7., "Determination of membership," paragraph B. Examinations; selection process of the Borough Code, is hereby amended to read as follows:

§ 77-7.B. Examinations; selection process

- (1) All personnel who have either a formal application or resume on file with the Emerson Police Department will be notified of the time and location of the written and physical examinations. The cost of the application and testing shall be determined by the overall selection process selected. The selection process is as follows:
 - a) Written Examination – The material used in this examination shall be of such a nature that it will fairly test a candidate's cognitive ability to perform as a police officer. The test contents and procedures shall be determined and administered by the Emerson Police Department or an outside agency. The test will be used to narrow the pool of candidates.
 - b) Physical Examination – All applicants will be required to have an application on file with the Emerson Police Department. Applicants must provide an original physician's letter, dated within the past six months, indicating the applicant is capable of participating in rigorous physical activities in order to participate in the physical examination.

Test contents and procedures for the initial physical examination shall be determined by the Emerson Police Department or an outside agency. The physical testing, at a minimum, will include a 1.5 mile run, maximum push-up and maximum sit-ups. At the conclusion of the physical examination, the overall results will be analyzed and used in determining which applicants will move on.

- c) Police Committee, Oral Interviews – The Police Committee, for the purpose of selecting new member(s) to fill existing vacancies in the Emerson Police Department, shall consist of the Chief of Police and two members of the Emerson Police Department selected by the Chief of Police, along with the Appropriate Authority. In the absence of any member of the Appropriate Authority, another council member may be used as an alternate.

The oral interview process shall consist of one or more interviews, as determined necessary by the Police Committee to narrow the pool of candidates to a group of finalists. At the discretion of the Police Committee, initial interviews may be conducted by less than the entire membership of the Police Committee at the discretion of the Police Committee, however all initial interviews must be conducted by the same members of the Police Committee. The top ten candidates shall be interviewed by entire Police Committee. The top six candidates will be ranked collectively by the findings of the Police Committee, who will then recommend the candidate(s) to the governing body for ratification and offer a conditional employment as a probationary officer.

The Borough of Emerson and the Police Chief may decide to allow the selection process to include the consideration of a lateral transfer or candidates that are currently PTC certified in the State of New Jersey. Further consideration can be given to a candidate who is currently enrolled in an alternate route program sanctioned by the Police Training Commission while the hiring process is underway. If a decision is rendered to hire under the above provisions, the requirements for the written examination and physical examination process will be waived.

Section 2. Severability and Repealer.

- A. If any provision or portion of a provision of this ordinance is held to be unconstitutional, preempted by Federal or State law, or otherwise invalid by any court of competent jurisdiction, the remaining provisions of the ordinance shall not be invalidated.
- B. All ordinances or parts of ordinances, which are inconsistent with any provisions of this ordinance, are hereby repealed as to the extent of such inconsistencies.

Section 3. Effective Date.

This ordinance shall take effect immediately upon adoption and publication in accordance with the laws of the State of New Jersey.

Attest:


Jane Dietsche, RMC
Clerk


Louis Lamatina
Mayor