

**TOWNSHIP OF SOUTH HACKENSACK  
COUNTY OF BERGEN**

**ORDINANCE NO. 2019-02**

<b>AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 52 OF THE CODE OF THE TOWNSHIP OF SOUTH HACKENSACK ENTITLED "POLICE DEPARTMENT"</b>
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**BE IT ENACTED AND ORDAINED**, by the Township Committee of the Township of South Hackensack that Chapter 52 "Police Department" be amended and supplemented as follows:

**Section I:** Chapter 52-8 "Requisites for appointment and continued service" shall be amended as follows:

**C. Police Recruit Hiring Credentials:**

- (1) **Statutory Requirements:** Each prospective member of the Police Department shall meet the requirements set forth in N.J.S.A. 40A:14-122 as the same may be amended from time to time.
  
- (2) **Educational/Military Requirements:** Each prospective member of the Police Department shall have the following credentials:
  - (a) Possess a high school diploma or GED; and
  
  - (b) Possess either a bachelors degree or an Associate's Degree or have completed at least 60 college credits; or
  
  - (c) The requirements set forth in paragraph (b) above shall be waived for those applicants who have either (a) completed a minimum of two (2) years of military service and having been honorably discharged or (b) have served as a sworn police officer and/or corrections officer for a jurisdiction within the State of New Jersey for a minimum of one (1) year.

**(3) Conditions of Hire:**

- (a) Drug, Physical and Mental Testing: As a strict condition of hire each prospective member shall pass a drug test administered in accordance with the standards and guidelines utilized by the New Jersey State Police. Each prospective member shall also take and pass all physical, psychological and behavioral testing sufficient to satisfy a Police Academy in the State of New Jersey for the purposes of enrollment.**
- (b) Criminal Background/ Motor Vehicle Record: As set forth in N.J.S.A. 40A:14-122 each member shall be of good moral character and shall not have been convicted of a crime involving moral turpitude or any crime greater than a petty disorderly offense as the same is defined by the New Jersey Criminal Code. Each member shall possess a valid New Jersey Driver's License and shall have a driving record which indicates that said license has never been suspended for a singular moving violation or an accumulation of points resulting in a suspension of said license in this or any other State.**
- (c) Police Academy Training: As a strict condition of hire each prospective member shall pass all phases of training administered by a Police Academy recognized in the State of New Jersey and be certified in accordance with the standards of said academy for hire as a police officer in the State of New Jersey or in the alternative produce valid documentation that said certification has been obtained.**

**D. Procedural Requirements:**

- (a) **Advertisement of Position:** The Township Committee, in its sole and absolute discretion, may determine from time to time to hire members of the South Hackensack Police Department. In the event that the Township Committee makes said determination it shall direct the Township Clerk to post a notice of said opening on the Municipal Bulletin Board, Municipal Web Site and in at least two of the official newspapers of the Township. Said notice shall set forth the number and type of opening, how to apply and the deadline for said application.
- (b) **Application:** Each prospective member of the Police Department shall complete an application for hire in the form and in accordance with the procedures set forth in the Township of South Hackensack Personnel Policies and Procedures Manual and submit the same to the Township Clerk.
- (c) **Criminal Background Check and Driver's Abstract:** Each prospective member of the Police Department upon completing and submitting an application as set forth in (a) above shall have consented to the South Hackensack Police Department or other agency authorized by the Township ordering a current New Jersey Driver's Abstract which shall become part of the application. In addition said applicant by submitting said application shall have consented to supplying fingerprints and any other information necessary to complete a criminal background check. Said information shall also become a part of the application packet. The Township shall assess a non-refundable application fee of \$50.00 to defray the costs of the work required to comply with the conditions set forth in the chapter.

- (d) Initial Application Screening:** The initial screening of applicants for police officer shall be conducted by the South Hackensack Police Department under the supervision of the Chief of Police. The Chief of Police shall determine if any applicant merits disqualification and which applicants, if any, are qualified and merit advancing in the appointment/hiring process. Records shall be maintained of any disqualifications and any questions regarding whether a candidate should be rendered disqualified shall be discussed with the Township Attorney.
- (e) Interview Process:** After conducting the initial screening the Chief of Police shall interview any applicant that he/she believes is qualified and merits being considered for appointment. At the conclusion of said interviews the Chief of Police shall formulate a list of applicants whom he/she judges to be qualified for and that he/she recommends to be considered for appointment by the Township Committee.
- (f) Hiring Procedure:** Upon receipt of the list and supporting materials from the Chief of Police referenced in sub-section (e) above the Township Committee shall meet with the Chief of Police to discuss and consider the applicants on the list. The Township Committee may elect to interview any or all of the applicants on the list. The Township Committee shall determine which applicants, if any, shall be appointed as police officers and shall direct the Township Attorney and Township Clerk to prepare an appropriate authorizing resolution to be placed upon the agenda at an open public meeting for consideration and potential adoption by the Township Committee. Each appointment shall be conditioned upon the completion of the testing and training set forth in sub-section C entitled Police Academy Training above.

**Section II:** All ordinance or parts of ordinances inconsistent with this ordinance are hereby repealed to the extent of said inconsistency.

**Section III:** If any portion of this ordinance is found to be invalid or unconstitutional by a court of competent jurisdiction the remainder of this ordinance shall remain in full force and effect.

**Section IV:** This ordinance shall take effect upon passage and publication as required by law.

Introduction: April 11, 2019

Motion: Anzevino

Second: Brugger

Roll Call Vote: Anzevino, Brugger, Cagas, Encarnacion & Perdomo

Adoption: May 9, 2019

Motion: Encarnacion

Second: Anzevino

Roll Call Vote: Anzevino, Brugger, Encarnacion & Perdomo

Absent During Voting: Cagas