



**2015  
BOROUGH OF DUMONT  
ORDINANCE**

MEMBERS	AYE	NAY	ABSTAIN	ABSENT
CORREA	✓			
HAYES	✓			
MANNA	✓			
MORRELL	✓			
RIQUELME	✓			
ZAMECHANSKY	✓			
MAYOR KELLY				
TOTALS	6			

**Ordinance No.** 1483 (Revised)  
**Date:** March 17, 2015  
**Page:** 1 of 3  
**Subject:** Police Department Traffic Control Fees  
**Purpose:** Amendment  
**Dollar Amount:** \_\_\_\_\_  
**Prepared By:** Gregg Paster, Esq.

**Offered by:** Morrell  
**Seconded by:** Manna

**Certified as a true copy of an Ordinance Introduced and Passed by the Governing Body of the Borough of Dumont on the above date at a Public Meeting by:**

Susan Connelly  
**Susan Connelly, RMC, Municipal Clerk**  
**Borough of Dumont, Bergen County, New Jersey**

**AMENDMENT OF ARTICLE V-TRAFFIC CONTROL OFFICERS,  
CHAPTER 209-FEES**

**WHEREAS**, with the adoption of Borough Ordinance #1285 the costs of traffic control has been imposed upon contractors requiring obstruction of the public right of way for the purpose of construction, installation, maintenance or replacement of dwellings, building, and/or utilities within the territory of the Borough of Dumont; and

**WHEREAS**, the 2014 service fee of One Hundred Twenty Five dollars (\$125.00) per hour or any part thereof, for work performed by the traffic control officer, in addition to the

administrative fee of fifteen dollars (\$15.00) were previously determined to be a fair and just fee for the provision of said traffic control officer and administrative fee; and

**WHEREAS**, budgeted salaries of the members of the Dumont Police Department have increased over time, and since the passage of Ordinance #1348 and #1385; and

**WHEREAS**, the Mayor and Council have determined that the general health, welfare and safety of the residents of the Borough of Dumont will be improved by increasing the fee for work performed by the traffic control officer, in an effort to better parallel present economic conditions, consistent with past practice; and

**THEREFORE, BE IT HEREBY ORDAINED** by the Mayor and Council of the Borough of Dumont, in the County of Bergen and State of New Jersey, that Dumont Borough Code §209-25, shall be amended as hereinafter provided:

Section 209-25.      **FEE FOR TRAFFIC CONTROL OFFICER**

A. Any contractor, workman, free service, craftsman, utility or any other individual or corporation requiring obstruction or closure of any roadway or public right of way in and around the Borough of Dumont shall, prior to the issuance of any permit for such work to be undertaken, make application to the Chief of Police, not later than 14 days prior to the intended start date, on a form prescribed and determined by the Chief of Police, for traffic control officers to be assigned for the necessary duration of any such work.

B. The fee for such application and traffic control services shall be One Hundred Thirty dollars (\$130.00) per hour or any part thereof, as further defined herein, together with an administrative fee of Fifteen Dollars (**\$15.00**) to process the application. Said hourly fee shall increase by not more than Five dollars (\$5.00) annually for five years commencing in calendar 2015 through 2019.

C. No permits shall be issued nor work begun that will cause an interruption of traffic on any street within the Borough of Dumont without a copy of the application form executed by the Chief of Police and Building official and certified funds or money order representing escrow to be deposited with the Building Department, in their discretion, set the amount of escrow to be deposited with the Building Department in an amount adequate to compensate the Borough for fees imposed by virtue of this act.

D. Notification of cancellation must be made to the Police Department at least two (2) hours prior to a scheduled job; otherwise a four (4) hour minimum fee will be charged.

**Section 5.      Invalidity.**

If the provisions of any section, subsection, paragraph, subdivision, or clause of this Ordinance shall be judged invalid by a court of competent jurisdiction, such order of judgment

shall not affect or invalidate the remainder of any section, subsection, paragraph, subdivision, or clause of this Ordinance.

**Section 6. Severability.**

All ordinances or parts of ordinances inconsistent with this Ordinance are hereby repealed to the extent of such inconsistency.

**Section 7. Effective Date.**

This Ordinance shall be in full force and effect from January 1, 2015 and after its adoption and any publication as may be required by law.

BOROUGH OF DUMONT

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James J. Kelly, Mayor

Attest:

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Susan Connelly, RMC  
Municipal Clerk

Introduced: March 17, 2015  
Adopted:



**2015  
BOROUGH OF DUMONT  
ORDINANCE**

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MAYOR KELLY				
TOTALS	6			

**Ordinance No.** 1484  
**Date:** March 17, 2015  
**Page:** 1 of 3  
**Subject:** Fire Department - Chapter 36 of the Borough Code  
**Purpose:** Amendment  
**Dollar Amount:** \_\_\_\_\_  
**Prepared By:** Gregg Paster, Esq.

**Offered by:** Manna  
**Seconded by:** Riquelme

**Certified as a true copy of an Ordinance Adopted at 2<sup>nd</sup> Reading by the Governing Body of the Borough of Dumont on the above date at a Public Meeting by:**

Susan Connelly  
**Susan Connelly, RMC, Municipal Clerk**  
**Borough of Dumont, Bergen County, New Jersey**

**AMENDMENT OF CHAPTER 36 FIRE DEPARTMENT OF THE DUMONT CODE**  
**WHEREAS**, it is the express purpose of this ordinance to regulate the fire department, and generally to promote, preserve, and protect the peace, good order, comfort, convenience, safety, and welfare of the citizens and inhabitants of the Borough; and

**WHEREAS**, the Borough Council is responsible for enacting such regulations and rules as it deems to be in the best interest of the residents and maximizes the efficiency and performance of the Fire Department; and

**WHEREAS**, on April 27, 2014, following first and second readings the Board of Fire Officers approved certain changes to Chapter 36 of the Borough of Dumont Code.

**THEREFORE, BE IT HEREBY ORDAINED** by the Mayor and Council of the Borough of Dumont, in the County of Bergen and State of New Jersey, that Chapter 36 FIRE DEPARTMENT of the Borough of Dumont Code shall be amended and augmented as hereinafter provided:

**Article II. Board of Fire Officers**

**Section 7. Administration of Fire Department; composition of Board**

E. If there are two chiefs holding office from the same fire company, the lower ranking chief will not be allowed to vote.

**Article IV. Chief Officers**

**Section 18. Nominations for Election**

B. Each fire company shall submit by letter listing its candidate for the chief's position by the first November Fire Board meeting. Each company may select a candidate for one of the said offices, it being understood that at the November Fire Board meeting, no company shall have more than one nominee for the Chief's position, except as set forth herein below.

C. In the event that one of the Chief's positions does not have a nominee at the first November Fire Board meeting, a second member from one of the two fire companies who already has a member nominated can be nominated for said vacant position. A letter from the fire company nominating the second Chief nominee shall be submitted by the second November Fire Board meeting setting forth the name and position for which the second company nominee is being nominated.

**Section 19. Elections; ineligibility to vote; absentee ballots; tie**

E. If two members are nominated from the same fire company for the office of Chief, Assistant Chief, or Deputy Chief, both members shall be permitted to take the offices they were nominated for; provided the following:

1. Both members are qualified for the positions they are nominated for in accordance with the NJ State Division of Fire and Safety and all Borough Ordinances for the Borough of Dumont.

2. No other members from the remaining fire companies have qualified members to run.

3. No other members from the remaining fire companies have nominated a member for the position.

**Section 20. Terms of office; reelection; succession**

B. The Chief, Assistant Chief and Deputy Chief shall be eligible for reelection; provided, however, that the Chief shall not serve for more than four consecutive terms.

C. The Chief may be succeeded by any qualified member of the Department, be it from his/her own company or any other.

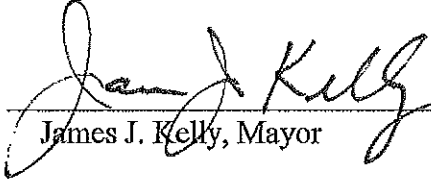
The remainder of Chapter 36 shall remain consistent with its prior constitution.

**Invalidity.** If the provisions of any section, subsection, paragraph, subdivision, or clause of this Ordinance shall be judged invalid by a court of competent jurisdiction, such order of judgment shall not affect or invalidate the remainder of any section, subsection, paragraph, subdivision, or clause of this Ordinance.


**Severability.** All ordinances or parts of ordinances inconsistent with this Ordinance are hereby repealed to the extent of such inconsistency.

**Effective Date.** This Ordinance shall take effect upon final passage and publication pursuant to law.

BOROUGH OF DUMONT

  
James J. Kelly, Mayor

ATTEST:

  
Susan Connelly, RMC  
Municipal Clerk

Introduced: February 17, 2015  
Adopted: March 17, 2015



**2015  
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ORDINANCE**

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RIQUELME	✓			
ZAMECHANSKY	✓			
MAYOR KELLY				
TOTALS	6			

**Ordinance No.** 1485 (Amended)

**Date:** March 17, 2015

**Page:** 1 of 6

**Subject:** Police Hiring Policy

**Purpose:** Amend

**Dollar Amount:**

**Offered by:** Manna  
**Seconded by:** Correa

**Prepared By:** Gregg Paster, Esq.

**Certified as a true copy of an Ordinance Introduced and Passed by the Governing Body of the Borough of Dumont on the above date at a Public Meeting by:**

Susan Connelly  
**Susan Connelly, RMC, Municipal Clerk**  
**Borough of Dumont, Bergen County, New Jersey**

**AMENDING CHAPTER 75, SECTION 6 POLICE DEPARTMENT OF THE  
BOROUGH OF DUMONT CODE**

**WHEREAS**, the Mayor and Council have determined to revise the police department hiring policy in order to ensure the highest quality and character of candidates for police officer positions within the Dumont Police Department; and

**WHEREAS**, the Mayor and Council now seek to accommodate that determination by revising the standards and requirements for new police recruits and hires on the Borough force; and

**WHEREAS**, it is necessary to amend this section of Chapter 75 of the Borough Code governing the required process for police promotions.

**NOW THEREFORE, BE IT HEREBY ORDAINED** by the Mayor and Council of the Borough of Dumont, in the County of Bergen and State of New Jersey, that Chapter 75 PERSONNEL POLICIES of the Borough of Dumont Code shall be amended as hereinafter provided:

Chapter 75-6 Appointment and confirmation; new officers shall remain in place as currently constituted and be supplemented and augmented and follows.

Chapter 75-6 shall be supplemented with a new section to be in addition to and not in place of existing section 75-6, the following provisions and sections shall augment the existing Code, **75-6 Appointment and confirmation; new officers:**

I. Eligibility

Criteria for appointment and confirmation of new officers for the Dumont Police Department:

- (1) No less than 18 nor more than 34 years of age;
- (2) Must possess a valid New Jersey driver license;
- (3) Must possess a Bachelor's Degree from an accredited college or university;
- (4) Must be a United States citizen;
- (5) In lieu of the educational requirement, and applicant honorably discharged from the United States armed services, army, navy, air force, marine corps or coast guard, will be accepted.

II. Selection Process

(1) The selection process for new officers in the Dumont Police Department shall according to the following steps, in the order set forth herein.

a) Physical examination- Physical fitness examinations. The physical fitness assessment will be administered by an outside testing agency, under observation of active Dumont Police officers, pursuant to existing policies and standards as promulgated by the appropriate State of New Jersey agencies and authorities. The medical examination will be performed by an outside medical professional selected by the Chief of Police, at Applicant's expense. Each police candidate will also be required to provide a written medical report from his/her own private physician, based upon a physical examination not more than six (6) months prior to the date of the report, certifying that the candidate is, in the physician's opinion, physically capable of performing rigorous physical activity consistent with law enforcement duties. The physical examination portion of the procedure will be worth 20 percent of the score. No more than the top 50 candidates will advance to the written examination;



b) Written examination- The written examination shall be of such nature as will fairly assess a candidate's cognitive ability to perform as a police officer. The content and procedure will be determined and administered by the New Jersey State Association of Chiefs of Police or other third party testing group as selected by the Dumont Chief of Police. The written examination shall be worth 30 percent of the candidate's overall score. No more than the top 25 candidates will advance to the agency oral interview portion of the procedure;

c) Agency Oral Interview- The Agency Oral interview shall consist of a single oral interview of each candidate before an Agency panel appointed by the Chief of Police including command and supervisory level personnel who will assign a numeric score between 0 and 40 to each candidate's interview performance. Each panel member will individually and confidentially score the candidates, and the average of all panel scores will be the candidate's Agency Oral Interview score. The Agency Oral Interview shall be worth 40 percent of the candidate's overall score. No more than the top 15 candidates advance to the Police Agency/Police Committee interview portion of the procedure.

d) Police Agency/Police Committee Oral Interview- The interview panel will consist of the members of the Borough Police Committee, the Chief of Police and two members of the Dumont Police Department chosen by the Chief of Police. In the event of the inability of any member of the Police Committee to participate in the oral interview process, the Governing Body shall select a qualified member of its own number to participate instead. Each committee member will individually and confidentially score the candidates with a score from 0 to 10, and the average of all panel scores will be the candidate's Agency/Committee score. The Agency/Committee interview process shall constitute 10 percent of the candidate's overall score.

e) The ten top candidates based upon cumulative, aggregate score of all four phases of the qualification process will be ranked in descending order from one through ten. This candidate list shall be valid for up to 18 months from the establishment of the list. Scores for candidates 11-15 shall be held in abeyance in case the top candidates become unavailable for any reasons and then the list shall be moved up that number of candidates. In the event of a tie score, both or all of the tied score candidates will be permitted to proceed to the next phase of testing.

f) Upon the ranking list completion, the number of candidates intended to be hired in the next round of hires shall be extended a conditional offer of employment. Acceptance of the conditional offer of employment shall allow candidates to continue in the process, but shall not obligate the Borough to extend an actual offer of employment. Candidates accepting the conditional offer will complete a Pre-Employment Background Investigation Application.

### III. Background Investigation

(a) The background investigation is designed to determine whether behavior patterns or events would preclude an applicant from successfully performing the duties of a Dumont Police Officer, and to confirm eligibility to carry a weapon and to access confidential information.

following: (b) The background investigation will include, but not be limited to the

Review of candidate's application to confirm eligibility for the position;  
Employment, Driving, Military, Education Credit and Family Histories;  
Fingerprint check for criminal background;  
Confirmation of at least 3 personal references;  
Drug/Narcotic and Alcohol use;  
Confirmation of residency/citizenship;  
Organization membership.

(c) Candidates shall be checked against the New Jersey Central Drug and Domestic Violence Registries as part of the criminal background check, and will be directly questioned regarding any positive findings. Positive findings related to domestic violence, sexual assault, stalking, elder abuse or child abuse shall be rendered ineligible for further consideration in the hiring process. Candidates not meeting with all eligibility requirements as set forth in the Borough police policy shall be disqualified from further consideration.

(d) Candidates successfully completing the background investigation portion of the process shall continue into the psychological evaluation. Those not successfully completing the background investigation will not be further considered for employment.

#### IV. Psychological Evaluation

(a) All candidates for probationary officer positions will be subject to a psychological fitness examination by a Psychologist/Psychiatrist of the Borough/Department's choice and applicant's expense, except that all candidates for a given round of eligibility/evaluation will be examined by the same psychiatric professional. Such examination will be authorized only after a conditional offer of employment is extended.

(b) The psychological fitness examination results will be considered confidential personnel records and will be maintained in the individual candidate's personnel file and treated as such, with access restricted accordingly.

(c) A candidate who successfully completes the psychological evaluation shall continue in the process on to the physical medical examination. Any candidate failing the psychological examination portion of the process shall be ineligible for further consideration.

#### V. Physical Medical Examination

(a) A medical examination will be performed on any candidate who has successfully completed the psychological evaluation and has been granted a conditional offer of

employment. Said medical examination shall be satisfactory to meet the standards of the Board of Trustees of the Police and Firemen's Retirement System.

(b) The physician and/or facility performing the examination, at the applicant's expense, shall review medical history, interview the candidate and perform a physical examination of each candidate to determine whether any conditions exist that are likely to interfere with the candidate's ability to perform the duties of a police officer. Each candidate for a given round of eligibility shall be examined by the same physician/facility. The physician shall be licensed to practice medicine by the appropriate board of the State of New Jersey.

(c) As part of the physical examination, blood and urine samples will be collected and analyzed by the New Jersey State Police Laboratory for use of drugs and alcohol. A consent form will be provided for signature by each candidate to authorize the collection and analysis of the samples. The consent form shall advise the candidate of the following:

(i) A negative result, with an exception for legally prescribed medications to treat a current condition, is a mandatory condition of employment; and

(ii) A positive result will eliminate the candidate from further consideration for employment; cause the candidate to be reported to the central drug registry of the New Jersey State Police; and preclude the candidate from consideration for law enforcement employment in New Jersey for at least the ensuing two (2) years;

(iii) The consent form shall further indicate that if the candidate is currently employed by another agency as a sworn law enforcement officer and the officer tests positive for drug use except as prescribed under the care of a licensed physician, the officer's employing agency will be notified of the positive result and that the officer may be subject to termination and permanent ineligibility from future law enforcement employment in New Jersey.

(d) A candidate who successfully completes the medical evaluation shall continue in the process. Any candidate who fails to successfully complete the medical evaluation shall be ineligible for further consideration for employment.

## VI. Appointment as a Probationary Officer

(a) Probationary Officers duly appointed by resolution of the Governing Body shall serve a probationary period commencing on the date of appointment, and for 12 months following graduation from an approved Police Academy. The probationary period shall not exceed 18 months. Candidates possessing a PTC Certification at the time of hire shall serve a 12 month probationary period.

(b) A Police Recruit/Probationary Officer must successfully complete basic training at the Bergen County Law and Public Safety Institute or other suitable New Jersey Police Training Academy, as established by the Dumont Chief of Police.

(c) The Police Recruit shall be required to complete the Field Training Officer program as established by agency policy upon completion of police academy training.

(d) Upon successful completion of the Field Training Officer program, the Probationary Officer will be assigned to the patrol squad to complete his/her probationary period.

**Invalidity.** If the provisions of any section, subsection, paragraph, subdivision, or clause of this Ordinance shall be judged invalid by a court of competent jurisdiction, such order of judgment shall not affect or invalidate the remainder of any section, subsection, paragraph, subdivision, or clause of this Ordinance.

**Severability.** All ordinances or parts of ordinances inconsistent with this Ordinance are hereby repealed to the extent of such inconsistency. In the event of a conflict with any prior enactment, the provisions hereof shall prevail.

**Effective Date.** This Ordinance shall take effect upon final passage and publication pursuant to law.

BOROUGH OF DUMONT

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James J. Kelly, Mayor

ATTEST:

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Susan Connelly, RMC  
Municipal Clerk

Introduced: March 17, 2015  
Adopted: \_\_\_\_\_, 2015