



2021
BOROUGH OF DUMONT
ORDINANCE

MEMBERS	AYE	NAY	ABSTAIN	ABSENT
CHAE	✓			
ENGLESE				✓
GORMAN	✓			
HARVILLA	✓			
ROSSILLO	✓			
STEWART	✓			
MAYOR LaBRUNO				
TOTALS	5			1

Ordinance No. 1591

Date: September 14, 2021

Page: 1 of 14

Subject: Police Department

Purpose: Amending Chapter 75 of Borough Code

Dollar Amount:

Prepared By: Arthur Thibault, Esq.

Offered by: Chae

Seconded by: Stewart

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

Jeanine E. Siek, RMC, Municipal Clerk

Borough of Dumont, Bergen County, New Jersey

ORDINANCE OF THE BOROUGH OF DUMONT, COUNTY OF BERGEN, STATE OF NEW JERSEY, AMENDING CHAPTER 75 OF THE BOROUGH CODE – POLICE DEPARTMENT

§ 75-1 Purpose.

[Amended 7-16-2013 by Ord. No. 1458]

There shall be a full-time Police Department in the Borough of Dumont, County of Bergen. The official name of the Police Department shall be "Dumont Police Department." The Police Department shall preserve the public peace; protect life and property; detect, arrest and prosecute offenders of the laws of New Jersey and the ordinances of the Borough of Dumont; direct and

control traffic; provide attendance and protection during emergencies; provide appearances in court; cooperate with all other law enforcement agencies; and provide training for the efficiency of its members and officers (N.J.S.A. 40A:14-152).

§ 75-2 Composition of Department.
[Amended 7-16-2013 by Ord. No. 1458]

A. Department positions.

(1) There is hereby created in and for the Borough of Dumont, a Police Department which shall consist of not in excess of the following:

- (a) One Chief of Police;
- (b) Up to two Captains;
- (c) Up to Five Lieutenants;
- (d) Up to seven Sergeants;
- (e) Up to twenty-two Police Officers;
- (f) Special Police Officers;

[1] Up to 10 Class One Special Police Officers;

[2] Up to 4 Class Two Special Police Officers and not to exceed 25% of the total number of regular police officers; and

[3] Up to 5 Class Three Special Police Officers.

[4] All Special Police Officers shall be appointed as provided hereinafter and consistent with N.J.S.A. 40A:14-146.8, et seq. and compensated as provided in the Salary Ordinance of the Borough as made and provided from time to time.

(g) Twenty-five Police Reserves each of whom shall be appointed as provided hereinafter, and each of whom shall be compensated as provided in the Salary Ordinance of the Borough as made and provided from time to time;

(h) Twelve civilian dispatchers; and

(i) One Police Records Clerk.

(2) The foregoing shall constitute the Table of Organization of the said Police Department of the Borough of Dumont. [Reuter v. Borough of Fort Lee, 167 NJ 38(2001)]

B. Mandatory assignments. The following assignments shall be mandatory, unless the Director

of Police or the Chief of Police, upon annual review, deems said assignment to be no longer necessary:

- (1) One Sergeant or Lieutenant and up to two police officers shall be assigned to the Detective Bureau at the discretion of the Chief of Police. Said Sergeant or Lieutenant and two police officers shall continue to receive detective pay for the duration that they remain in their assignment.
- (2) One police officer may be assigned as a D.A.R.E. or L.E.A.D. or any other school related anti-drug training officer. **[Amended 12-6-2016 by Ord. No. 1500]**

§ 75-3 Appropriate Authority and Police Committee.

- A. The Administrator shall be the Appropriate Authority and shall serve on the Police Committee.
- B. The Police Committee shall be comprised of the Administrator, the Mayor and the Police liaison. The Police Committee shall be involved in and make recommendations to the Mayor and Council on hiring and promotions within the Police Department.
- C. Appropriate Authority shall be responsible for the overall performance of the Police Department. The Appropriate Authority shall adopt and promulgate rules and regulations for the government of the Police Department and for the discipline of its members (N.J.S.A. 40A:14-118).
- D. The Appropriate Authority shall be responsible for the release of all public information. There shall be no press, social media or other public information release absent the express approval of the Appropriate Authority.

§ 75-4 Prerequisites for service.

- A. No person shall be appointed to the Police Department who is not qualified as provided in the New Jersey Statutes (N.J.S.A. 40A:14-122 and N.J.S.A. 40A:14-127 and this chapter).
- B. The Mayor and Council of the Borough of Dumont, upon recommendation of the Police Committee, has the authority to reappoint a former member of the Dumont Police Department, provided that he or she meets the following requirements:
 - (1) The individual must submit to psychological testing and pass said psychological testing as provided in **§ 75-6A(3)(c)**.
 - (2) The individual must submit to and pass a physical examination conducted by the police physician pursuant to the terms and conditions as provided in **§ 75-6A(3)(a)**.
 - (3) The individual must have a proven record of good service for the Borough of Dumont during the time that said individual served as a police officer within the municipality.
 - (4) The appointment of an individual under this section requires a majority vote of the Mayor and Council of the Borough of Dumont.

§ 75-5 Department rules.

- A. Rules and regulations established. The Appropriate Authority of the Borough of Dumont has the authority to adopt and promulgate the Department Rules and Regulations, known as the Borough of Dumont Police Department Regulations and hereinafter called the "rules." The current rules shall remain in effect until new rules are adopted and promulgated.
- B. Right to amend or revoke. In accordance with N.J.S.A. 40A:14-118, the right is reserved by the Appropriate Authority to amend or to revoke any of the rules contained herein.

§ 75-6 Appointment and confirmation; new officers.

- A. Application for appointment; appointment and confirmation.
 - (1) Application and appointment to the Dumont Police Department shall be made on a form furnished by the Administration of the Dumont Police Department and filed with the Administration of the Dumont Police Department together with a \$100.00 non-refundable fee payable to the Borough of Dumont to defray the expense of hiring process. Appointment shall be done by oath by and before the Council and kept on file with the Borough Clerk.
 - (2) No person shall be appointed a police officer in the Department unless he/she completes the application as prescribed in Subsection A(1). Any misstatement or non-statement of essential fact in such application shall be sufficient cause for rejection of the applicant or for dismissal from the Department if not discovered until after the appointment is made.
 - (3) All members of the Police Department shall be nominated by the Police Committee and confirmed by the Borough Council. The Mayor shall present the appointment to the Council in writing, based upon the recommendations of the Police Committee, and the Police Chief and attach the following:
 - (a) The original certification of the examining physician, appointed by the Borough Council, showing that the applicant has passed the physical examination referred to in this chapter.
 - (b) The complete application referred to in Subsection A of this section.
 - (c) A certification from the examining psychologist or psychiatrist appointed by the Borough Council certifying that the applicant has passed a psychological examination referred to in this chapter.
 - (d) A certification from the physical fitness examining committee, appointed by the Borough Council.
 - (e) All evaluations and data mentioned herein shall remain strictly confidential.
- B. Oath of office. Before entering upon the duties of his/her office and within 10 days after his/her appointment, each member of the Police Department shall take and subscribe to an oath: "I do solemnly swear that I will support the constitution of the United States and the constitution of the State of New Jersey and that I will faithfully, impartially and justly perform all the duties as a member of the Police Department of the Borough of Dumont

according to the best of my ability and understanding."

C. Probationary term.

- (1) All persons appointed to the Dumont Police Department shall be appointed on probation for a term not less than twelve (12) months nor more than eighteen (18) months. Pursuant to N.J.S.A. 52:17B-66 et seq., no person shall be permanently appointed to the Dumont Police Department until they have successfully completed basic police officer training course at an approved school.
- (2) The Borough may waive the attendance of such training if satisfactory certification of previous accredited schooling under the mandatory police training act of the State of New Jersey is presented and found to be satisfactory, and in accordance with the following:
 - (a) Notwithstanding the requirements set forth in this chapter, the Police Committee may recommend and the Mayor and Council may appoint a candidate to the Police Department without the necessity of submitting to a competitive written and oral examination, provided the candidate meets the following requirements:
 - [1] The candidate is presently serving, or has served, as a full-time police officer with any municipal, county or state police department or law enforcement agency; or
 - [2] The candidate is otherwise qualified by having completed the state mandated Police Academy training.
 - (b) A candidate appointed pursuant to Subsection C(2)(a) shall meet all of the other requirements set forth in this chapter.
- (3) The Chief of Police shall make recommendation to the Appropriate Authority for the transition from probationary status to regular status for each probationary officer. Such recommendation shall be set forth in writing. The Appropriate Authority shall notify the Mayor and Council, who shall review the probationary officer's performance and confirm or deny permanent appointment.
- (4) Nothing shall prohibit the Chief of Police from recommending a probationary employee's removal at any time during an employee's probationary period when such employee demonstrates that he/she does not possess the qualities and abilities to perform the essential functions and duties of a Dumont Police officer.

D. Tenure. The members of the Police Department shall continue to remain members of the Police Department during their good behavior and efficiency. No member of the Department shall be removed from the Department for political reasons or for any cause other than incapacity, misconduct, or disobedience of the rules and regulations of the Dumont Police Department.

E. Hours of duty; work week; overtime.

- (1) The normal workday tour shall be in accordance with the current collective negotiations agreement between the PBA (Dumont Unit) and the Borough of Dumont or, if expired, in accord with such expired agreement. However, in case of emergency, said members may be summoned.
- (2) The work week/hourly rate of pay and overtime will be in accordance with current collective negotiations agreement between the P.B.A. (Dumont unit) and the Borough of Dumont.

F. Compensation.

- (1) The compensation of the Chief of Police shall be determined by the Mayor and Council. The compensation for all other members of the Police Department shall be pursuant to the collective negotiations agreement negotiated between the PBA and Borough and as approved as part of the Borough budget.
- (2) The Chief of Police shall receive the same benefits as other non-union department head employees as provided by Borough policy or ordinance. Alternatively, the Mayor and Council may enter into an employment agreement with the Chief setting forth the terms and conditions of his/her employment, including compensation, health benefits and time-related benefits, such as sick and vacation time. Any employment agreement between the Borough and the Chief shall be in writing, signed by the Chief and agreed to by resolution of the Mayor and Council.

G. Eligibility. Criteria for appointment and confirmation of new officers for the Dumont Police Department: **[Added 4-21-2015 by Ord. No. 1485]**

- (1) Must be a United States citizen;
- (2) No less than 18 nor more than 34 years of age, unless already a member of the Police and Firemen's Retirement System, then the applicant cannot exceed 64 years of age;
- (3) Must possess a valid New Jersey driver's license and be a resident of the State of New Jersey;
- (4) is sound in body and of good health sufficient to satisfy the board of trustees of the police and firemen's retirement system of New Jersey as to his eligibility for membership in the retirement system;
- (5) is able to read, write and speak the English language well and intelligently;
- (6) is of good moral character, and has not been convicted of any criminal offense involving moral turpitude; and
- (7) must possess a bachelor's degree from an accredited college or university;
- (8) In lieu of the college educational requirement, an applicant who has been honorably

discharged from the United States armed services (Army, Navy, Air Force, Marine Corps or Coast Guard) will be accepted as an eligible applicant. Applicants who have served as a reservist in any of the above- mentioned military services who have completed four years of active-duty service shall be considered an eligible applicant for hire. **[Amended 12-6-2016 by Ord. No. 1500]**

- (9) A member of the Dumont Police Reserve or a Dumont Police Department Dispatcher or Records Clerk who has been a member/employee in good standing for at least 18 months shall be considered an eligible applicant for the Dumont Police Department irrespective of the requirement of a bachelor's degree. **[Added 12-6-2016 by Ord. No. 1500]**
- (10) An applicant who has a valid PTC certification or is enrolled in an Alternate Route Program shall be considered an eligible applicant for the Dumont Police Department. **[Added 12-6-2016 by Ord. No. 1500]**
- H. Selection process. **[Added 4-21-2015 by Ord. No. 1485; amended 12-6-2016 by Ord. No. 1500]**
 - (1) The selection process for new officers in the Dumont Police Department shall be according to the following steps, in the order set forth herein.
 - (a) Physical fitness examinations. The physical fitness assessment will be administered by an outside testing agency, under observation of the Bergen County or other authorized police academy, pursuant to existing policies and standards as promulgated by the appropriate State of New Jersey agencies and authorities. Before undergoing the physical fitness assessment, each police candidate will be required to provide a written medical report from his/her own private physician, based upon a physical examination not more than six 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 fitness portion of the procedure will be worth 20% of the score. No more than the top 50 candidates will advance to the written examination. An applicant who fails to reach the minimum standard as set by the testing agency shall be classified as having failed the exam and shall be ineligible to move on in the hiring process.
 - (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% of the candidate's overall score. No more than the top 25 candidates will advance to the agency oral interview portion of the procedure. Any candidate who fails the written examination shall be ineligible to move on in the hiring process.
 - (c) Agency oral interview. The Agency oral interview shall consist of a single oral interview of each candidate before an Agency panel of not more than six representatives, appointed by the Chief of Police, including command and supervisory level personnel who will assign a

numeric score between zero and 10 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 10% 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 Police Committee, and 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 zero to 40, and the average of all panel scores will be the candidate's Agency/Committee score. The Agency/Committee interview process shall constitute 40% of the candidate's overall score.
- (e) The 10 top candidates based upon cumulative, aggregate score of all four phases of the qualification process will be ranked in descending order from one through 10. This candidate list shall be valid for 12 months from the establishment of the list by the Chief of Police. Scores for candidates 11 through 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 preemployment background investigation application.
- (2) In lieu of the process set forth in H(1)(a)-(f) above, and irrespective of an existing list provided for in H(1)(e), the Dumont Police Department may alternatively consider hiring police officers who have completed or are more than halfway through the Alternate Route Program, or are currently employed by another municipal, county, or state police agency and hold PTC certification. Such a candidate, having already participated in a process comparable to the selection process described in § 75-6H(1), having previously graduated from an accredited police academy, having completed his or her period of probationary police service as a member of a municipal, county, or state police department and having already demonstrated his or her qualifications to the satisfaction of the Chief of Police, may, at the discretion of the Chief of the Dumont Police Department, proceed through an expedited selection process. Upon the recommendation of the Chief of Police, and concurrence by the Police Committee, the Mayor and Council may appoint by resolution such individual to be hired as a Dumont police officer, on salary terms and conditions to be determined by negotiation with the Chief of Police and the Police Committee. **[Added 3-7-2017 by Ord. No. 1515]**
- I. Background investigation. **[Added 4-21-2015 by Ord. No. 1485; amended 12-6-2016 by Ord. No. 1500]**

- (1) 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.
 - (2) The background investigation will include, but not be limited to the following:
 - (a) Review of candidate's application to confirm eligibility for the position;
 - (b) Employment, driver's license check to determine validity, military, education credit and family histories;
 - (c) Fingerprint check for criminal background;
 - (d) Confirmation of at least three personal references;
 - (e) Drug/narcotic and alcohol use;
 - (f) Confirmation of residency/citizenship;
 - (g) Organization membership.
 - (3) 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 will be disqualified from further consideration.
 - (4) 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.
- J. Psychological evaluation. **[Added 4-21-2015 by Ord. No. 1485; amended 12-6-2016 by Ord. No. 1500]**
- (1) All candidates for probationary officer positions will be subject to a psychological fitness examination by a psychologist/psychiatrist of the Borough/Department's choice at the Borough's expense. 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.
 - (2) The psychological fitness examination results will be considered confidential personnel records and will be maintained in the individual candidate's medical file and treated as such, with access restricted accordingly.
 - (3) 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 will be ineligible for further consideration.

K. Physical medical examination. **[Added 4-21-2015 by Ord. No. 1485; amended 12-6-2016 by Ord. No. 1500]**

- (1) 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 and shall be at a facility or by a physician of the Borough's choosing.
- (2) The physician and/or facility performing the examination; 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 essential functions 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.
- (3) As part of the physical examination, 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:
 - (a) A negative result, with an exception for legally prescribed medications to treat a current condition, is a mandatory condition of employment; and
 - (b) 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 years;
 - (c) 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 will be subject to termination and permanently barred from future law enforcement employment in New Jersey; and
 - (d) A refusal to submit to drug testing shall result in their no longer being considered for law enforcement employment in New Jersey.
- (4) 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.

L. Appointment as a probationary officer. **[Added 4-21-2015 by Ord. No. 1485; amended 12-6-2016 by Ord. No. 1500]**

- (1) 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 twelve-month probationary period.
- (2) 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.
- (3) The police recruit shall be required to complete the field training officer program as established by agency policy upon completion of police academy training.
- (4) 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.

§ 75-7 Definitions.

All terms used in this Chapter shall have the definitions set forth in the Rules promulgated by the Appropriate Authority.

§ 75-8 General duties and responsibilities of the Chief of Police.

A. Chief of Police.

- (1) Pursuant to N.J.S.A. 40A:14-118, the Mayor and Council may appoint a Chief of Police consistent with this article. The Chief of Police, if appointed, shall be the head of the Police Department and shall be directly responsible to the Appropriate Authority for its efficiency and day-to-day operations. Pursuant to policies established by the Appropriate Authority, the Chief of Police shall:
 - (a) Administer and enforce the rules and regulations of the Police Department and any special emergency directive for the disposition and discipline of the Department and its members and officers;
 - (b) Have, exercise and discharge the functions, powers and duties of the Police Department;
 - (c) Prescribe the duties and assignments of all members and officers;
 - (d) Delegate such authority as may be deemed necessary for the efficient operation of the Police Department to be exercised under the Chief's direction and control; and
 - (e) Report at least monthly to the Appropriate Authority in such form as shall be prescribed on the operation of the Police Department during the preceding month and make such other reports as may be requested by the Appropriate Authority or the governing body. (N.J.S.A. 40A:14-118).
- (2) Responsibilities of Police Chief.

- (a) Establish and maintain the efficient operation of the Department.
- (b) Organize, control and maintain all property and resources of the Department.
- (c) Develop the written organizational structure of the Department, including chain of command and duty assignments.
- (d) Develop and implement policies and procedures necessary to govern and direct the day-to-day operations of the Police Department.
- (e) Provide for the proper training of all Department employees.
- (f) Provide for periodic inspections of all police operations to insure compliance with Department rules, policies, and procedures.
- (g) Maintain the overall discipline of the Department.
- (h) Maintain a constructive relationship with the public, community organizations, the media and other law enforcement agencies.
- (i) Prepare and submit the annual budget and proposed expenditure programs to the Appropriate Authority or other designated officials.
- (j) Allocate funds within the budget which are appropriated by the governing body.
- (k) Provide for performance evaluations of all Department employees.
- (l) Issue such general special or personnel directives as required to maintain order, discipline and law.

§ 75-9 Promotions.

[Added 12-18-2012 by Ord. No. 1449]

- A. Promotions within the Police Department shall be made from the membership thereof, consistent with the Department's promotional policy adopted and promulgated by the Appropriate Authority, with advice and consent of the Police Committee.
- (1) When there shall exist a vacancy, of such a length and/or nature, in the position of Sergeant, Lieutenant, Captain or Chief, which, in the sole opinion of the Appropriate Authority, must be filled to permit the efficient operation of the Police Department, the Police Committee may make an appointment to an "Acting" position with the advice and consent of the Mayor and Council with said determination memorialized by resolution of the governing body.
- B. Detective Bureau assignments. The Detective Bureau of the Borough of Dumont shall be composed of officers assigned to said bureau by the Chief. The position of Detective within the Department shall not be considered a promotion but only a temporary alignment made by the

Chief. It is considered a lateral move, and as such an individual may be transferred into the Detective Bureau or out of the Detective Bureau at any time.

§ 75-10 Duties and role of police officers.

[No change to current section]

§ 75-11 Personnel regulations.

A. Hours and leave.

- (1) Hours of duty. Employees shall have regular hours assigned to them for active duty, and when not so employed. They shall be considered off duty. Employees are subject to be recalled to duty as needed.
- (2) Scheduled days off. Employees are entitled to days off pursuant to appropriate collective negotiations agreements and are to take such days according to a schedule arranged by the appropriate supervisor.
- (3) Vacation leave. Employees are entitled to vacation days off pursuant to appropriate collective negotiations agreements, Department policy and procedure, and approval of the vacation schedule by the appropriate supervisor.
- (4) Other leaves. Employees are entitled to other leave as provided for in collective negotiations agreements, by law and by Department policy and procedure, subject to approval of the schedule by the appropriate supervisor.
- (5) Members of the Department unable to report for duty when so required, because of sickness or injury, shall report that fact to the supervisor in charge, who will notify the Chief of Police in written form.
- (6) Any employee of the Department taken sick or injured while on duty shall seek the appropriate medical attention/assistance as deemed necessary based on the severity of the sickness or injury. [Amended 12-6-2016 by Ord. No. 1500]
- (7) Whenever a member of the Department shall notify headquarters that they are ill, and unable to report for duty, the Chief of Police may designate a physician to make examination of the employee, and report the nature of the sickness, or injury, and the probable length of time the employee will be absent from duty.
- (8) The physician designated by the Chief of Police to make examination of an injured or sick employee shall be allowed to visit the member whenever requested to do so.
- (9) Any member of the Department who shall be absent from duty for more than five consecutive work days, shall, upon request of the Chief of Police, submit a doctors certificate showing the nature of the employees illness or injury. Any expense incurred to the employee to secure said certificate shall be borne by the employee.
- (10) Sick leave. Sick leave shall be granted to an employee of the Department as follows.

- (a) Intentionally Omitted.
- (b) Employees receive 12 sick days annually through the year in which top step salary is reached and 15 days thereafter.
- (c) Sick leave shall be cumulative to the extent of 150 days plus the current year allotment but not in excess thereof.
- (d) When an employee is injured in the line of duty, said employee shall be excused from duty without loss of pay or sick leave time.

(11) Terminal leave.

- (a) When an employee of the Department has served the required number of years set forth by the Police and Firemen's Retirement System of the State of New Jersey, said employee shall be entitled to six months' terminal leave, except if otherwise provided by the Collective Negotiations Agreement in effect at the time of retirement.

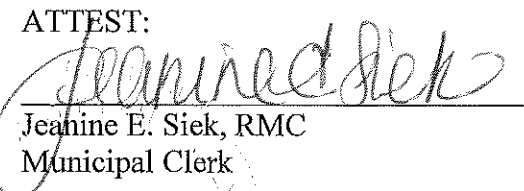
§ 75-12 Department property and equipment.
[No change to current section]

§ 75-13 Disciplinary action.
[No change to current section]

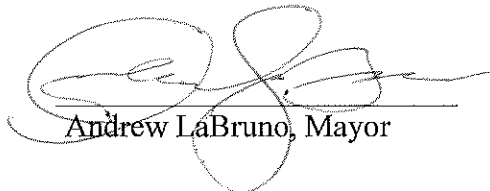
§ 75-14 Special law enforcement officers.

The Borough Council of the Borough of Dumont may appoint from time to time special law enforcement officers as described hereinabove and in accordance with New Jersey Statutes for terms not exceeding one year. They shall possess and exercise all the powers and duties provided by said statutes during their term of appointment but shall not be considered as regular members of the Police Department and shall not be entitled to tenure. The Chief of Police may authorize Class Two and Class Three special law enforcement officers when on duty to exercise the same powers and authority as regular members of the Police Department including the carrying of firearms and the power of arrest (N.J.S.A. 40A:14-146.8 et seq.).

ATTEST:



Jeanine E. Siek, RMC
Municipal Clerk



Andrew LaBruno, Mayor

Introduced: August 10, 2021
Adopted: September 14, 2021