

**AN ORDINANCE AMENDING CHAPTER 2, SECTION 14.5 AND SECTION 14.9 OF
THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE
(APPOINTMENT OF POLICE DEPARTMENT, OFFICERS AND PERSONNEL)**

**BE IT ORDAINED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF
WEST ORANGE, NEW JERSEY** that Chapter 2 of the Revised General Ordinances of the
Township of West Orange be and are hereby amended as follows:

I. PURPOSE

The purpose of this ordinance is to update and supplement the provisions of the Township of West Orange Municipal Code governing the alternate route appointment for entry level appointments for the West Orange Police Department as authorized under N.J.S.A. 11A:4-1.3(a). This ordinance incorporates a conflict-of-interest policy as required under N.J.S.A. 11A:4-1.3(a) in addition to the nepotism policy which already exists within the provision that applies in the appointments and hiring utilizing the alternate route appointment process.

**II. CHAPTER 2, SECTION 14.5 SHALL BE AND HEREBY IS AMENDED AND
SUPPLEMENTED TO INCORPORATE THE FOLLOWING:**

2-14.5 Appointment of Police Department, Officers and Personnel.

No person shall be appointed to the Police Department who is not qualified as provided in the New Jersey Statutes. The Mayor may also require that an applicant for appointment to the Police Department shall successfully complete a physical, mental and psychological examination.

- a. Each applicant shall comply with all of the laws of the State of New Jersey pertaining to qualifications of Police Officers. No person shall be given or accept a permanent appointment as a Police Officer in the Township unless such person has first been given a probationary or temporary appointment to such office for a period of no longer than one year or one year after the date of graduation from the Police Academy, whichever is longer, and has successfully completed a Police training course at a school approved and authorized by the Police Training Commission in the Department of Law and Public Safety of the State of New Jersey, pursuant to the provisions of N.J.S.A. 40A:14-118 et seq. Each candidate for appointment to the Police Department shall submit to such written and oral examination as may be prescribed by Civil Service, except that at the sole discretion of the Mayor a candidate for an entry-level law enforcement position may be exempt from this requirement for examination by Civil Service pursuant to N.J.S.A. 11A:4-1.3(a) provided that they have successfully completed a full Basic Course for Police Officers training course at a school approved and authorized by the Police Training Commission within nine months of the date of hire. Each candidate for appointment to the Police Department shall also submit to a physical examination by a licensed practicing physician and/or an examination by a licensed psychologist of the State of New Jersey, designated for such purpose. The character and scope of such examination shall be for the purpose of revealing the extent to which the applicant may be mentally, physically and otherwise qualified to perform his appropriate duties in the Department. Any applicant who shall fail to meet the physical qualifications as may be

set up by the Appropriate Authority, or in the opinion of the examining physician is incapable of performing the duties of a Police Officer in a safe and efficient manner shall be ineligible for appointment to the Department.

- b. No person shall be appointed to the Police Department as a regular or probationary member unless that person shall at the time of making application be between the age of 18 and 35 years, except as provided by law in the case of veterans. The applicant shall be a citizen of the United States of America.
- c. This section shall apply only to initial appointments and not to the promotional appointments of persons already members of the Police Department.
- d. No family member, including a spouse; child; parent; sibling; grandparent; grandchild; father-in-law; mother-in-law; brother-in-law; sister-in-law; stepfather; stepmother; stepsibling; half-brother; half-sister; nephew; niece; first cousin; aunt; uncle; foster child; domestic partner or cohabitants as defined by the New Jersey Civil Union Act of a member of the Police Department shall be eligible for appointment to the Police Department by way of appointment through the alternate route appointment procedures pursuant to N.J.S.A. 11A:4-1.3(a) as allowed in Subsection (a) of this section.
- e. No member of the Police Department shall act or participate in any aspect of the process for hiring or appointment through the alternate route appointment procedures pursuant to N.J.S.A. 11A:4-1.3(a) as allowed in Subsection (a) of this section when a hiring or appointment of a particular candidate may create, either directly or indirectly, any personal, pecuniary or financial interest that would prevent the member from being impartial as to the hiring or appointment of the candidate. Whenever any such member shall disqualify himself or herself from acting on a particular candidate, such member shall not participate in any discussion or decision relating to the evaluation or hiring of that candidate.

III. REPEAL OF CONFLICTING ORDINANCES

Any Ordinances of the Township which are in conflict with this Ordinance are hereby repealed to the extent of such conflict.

IV. SEVERABILITY

If any part of this Ordinance shall be deemed invalid, such parts shall be severed and the invalidity thereof shall not affect the remaining parts of this Ordinance.

V. EFFECTIVE DATE

This Ordinance shall take effect upon final passage and publication in accordance with the law.

Tammy Williams
Council President

Karen J. Carnevale, R.M.C.
Municipal Clerk

Susan McCartney
Mayor

Introduced: August 22, 2023

Adopted: September 5, 2023

2811-23

Legislative History

The purpose of this ordinance is to update and supplement the provisions of the Township of West Orange Municipal Code governing the alternate route appointment for entry level appointments for the West Orange Police Department as authorized under N.J.S.A. 11A:4-1.3(a). This ordinance incorporates a conflict-of-interest policy as required under N.J.S.A. 11A:4-1.3(a) in addition to the nepotism policy which already exists within the provision that applies in the appointments and hiring utilizing the alternate route appointment process.