

**BOROUGH OF LONGPORT
COUNTY OF ATLANTIC**

**ORDINANCE 2016-11
AN ORDINANCE AMENDING CHAPTER 38
POLICE DEPARTMENT**

Whereas, the Commissioners of the Borough of Longport (“Commissioners”) wish to amend Chapter 38 entitled, “Police Department”; and

Whereas, the Borough of Longport wishes to amend Chapter 38-4 “QUALIFICATIONS FOR APPOINTMENTS” to include “Probationary Service”; and

Now, therefore, be it ordained that the Commissioners do hereby amend Chapter 38-4 to include the following:

Section 38-4 (A): PROBATIONARY SERVICE

All appointments to the Police Department shall be for a probationary period of one year, and no person holding such a probationary appointment as a police officer shall be given or accept a permanent appointment at the conclusion of the probationary period unless such person has successfully completed a police training course at an approved school. Continued employment with the Police Department during the probationary period is dependent upon the conduct of the probationary officer and his or her fitness to perform his or her duties. The Chief of Police may suspend the employment of a probationary officer at any time during the probationary period if the conduct or fitness of the probationary officer is unsatisfactory for any reason at the discretion of the Chief of Police. In the event of such a suspension, the Chief of Police shall notify the Commissioner in charge of public safety whom shall render a final decision on the termination of such suspended probationary officer. Unless terminated prior thereto, at the conclusion of the probationary period, if the conduct or performance of the probationary officer has not been satisfactory for any reason, that person shall be notified, in writing, that either (i) his/her probationary period with the Police Department is to be extended for an additional period of six months which decision to extend the probationary period shall be made by the Chief of Police or (ii) that the employment with the Police Department is terminated.

If applicable, at the completion of the extended six-month probationary period the overall job performance of the probationary officer will be reviewed and a determination will be made by the Chief of Police concerning whether the person shall be recommended for a permanent appointment. If, at the end of the six-month extension of the probationary employment, the conduct or performance of the probationary officer has not been satisfactory, that person shall be notified, in writing, that the employment of that person with the Police Department is terminated.

No later than fifteen days prior to the expiration of the initial one year or extended six month probationary period, as applicable, the Chief of Police shall recommend to the govern body the permanent appointment or termination of a probationary officer.

Section 38-4 B. PROMOTIONS/PROBATIONARY PERIOD

All promotions within the Police Department shall be for a probationary period of ninety days, continued employment in the promoted position is dependent upon the conduct of the probationary officer and his or her fitness to perform his or her duties. The Chief of Police may rescind the promotion of a probationary officer at any time during the probationary period if the conduct or fitness of the probationary officer is unsatisfactory for any reason at the discretion of the Chief of Police. At the termination of the probationary period, if the conduct or performance of the probationary officer has not been satisfactory, that person shall be notified, in writing, that either (i) his/her probationary period with the Police Department is to be extended for an additional period of sixty days or (ii) that the promotion is rescinded at which point the officer will be returned to his/her prior rank, and the decision of the Chief of Police shall be final in this regard.

If applicable, at the completion of the extended sixty day probationary period, the overall job performance of the employee will be reviewed and a determination will be made by the Chief of Police concerning whether the promotion shall be made permanent. If, at the end of the sixty day extension of the probationary employment, the conduct or performance of the probationary officer has not been satisfactory, that person shall be notified, in writing, that the promotion of that person is rescinded.

This Ordinance shall take effect immediately upon passage and publication as required by Law.

First Reading: 4-20-2016
 Publication: 4-23-2016

Second Reading: 5-18-2016
 Final Publication:

4-20-2016 RECORD OF GOVERNING BODY VOTE ON FINAL PASSAGE						
COMMISSION	AYE	NAY	N.V	A.B.	MOT.	SEC.
RUSSO	xx				xx	
LEEDS	xx					
LAWLER	xx					xx
X X-Indicates Vote NV-Not Voting AB-Absent MOT-Motion SEC-Second						

2 nd reading 5-18-2016 RECORD OF GOVERNING BODY VOTE ON FINAL PASSAGE						
COMMISSION	AYE	NAY	N.V	A.B.	MOT.	SEC.
RUSSO						
LEEDS						
LAWLER						
X-Indicates Vote NV-Not Voting AB-Absent MOT-Motion SEC-Second						

This is a Certified True copy of the Original Ordinance on file in the Municipal Clerk's Office.

 /s/ EMILIA R. STRAWDER, RMC
 MUNICIPAL CLERK