

**ORDINANCE 1285**

**AN ORDINANCE AMENDING CHAPTER IV OF  
“REVISED GENERAL ORDINANCES OF  
THE BOROUGH OF DEAL, 1982”  
Police Department**

**THE BOARD OF COMMISSIONERS OF THE BOROUGH OF DEAL HEREBY  
ORDAIN:**

**Section 1.** That Chapter IV, Police Department, of the “Revised General Ordinance of the Borough of Deal, 1982 be and it hereby is amended in the following particulars:

**Section 2.**

**Subsection 2-25 Police Department is amended to read as follows:**

2-25 POLICE DEPARTMENT.

*2-25.1 Department Established.*

There is established a Police Department within the Borough of Deal, the head of which shall be the Chief of Police. (Ord. No. 996)

Editor's Note: Prior history includes 1972 Code Chapter IV and Ord. No. 817.

*2-25.2 Appropriate Authority.*

The Mayor as the Director of Public Affairs and Public Safety shall be designated as the appropriate authority as provided in New Jersey State Statutes. The appropriate authority shall adopt and promulgate rules and regulations for the governing of the Police Department and for the discipline of its members. (Ord. No. 996; Ord. No. 1100)

*2-25.3 Chief of Police: Appointment.*

There is hereby established the office of Chief of Police. The Chief of Police shall be appointed by the Director of Public Safety and confirmed by the Board of Commissioners of the Borough of Deal. The Chief will report directly to and be accountable to the Director of Public Safety, the Board of Commissioners, the Administrator and/or their designees. (Ord. No. 996)

*2-25.4 Uniformed Officer.*

In addition to the Chief of Police, the Borough of Deal Police Force shall consist of a number of uniformed officers who shall occupy the following ranks:

- a. Captain of police

- b. Lieutenant of Police
- c. Sergeants of police
- d. Patrol Officers

(Ord. No. 996)

*2-25.5 Number of Officers.*

- a. The number of officers in each rank shall be determined by the Chief of Police and confirmed by the Board of Commissioners of the Borough of Deal. The number of uniformed officers shall be of sufficient number to preserve and maintain the peace and good order of the Borough at all times of the year.
- b. The following number of Superior Officers have been established as follows:
  - Maximum of one (1) Captain
  - Maximum of two (2) Lieutenants
  - Maximum of six (6) Sergeants with preference of four (4).

(Ord. No. 996; Ord. No. 999; Ord. No. 1012)

*2-25.6 Civilian Personnel.*

- a. In addition to the uniformed officers, the Borough of Deal Police Department may consist of civilian personnel, whose duties shall be to assist in the operation of the Police Department. Civilian personnel, whose numbers shall be determined by the Chief of Police, may consist of dispatchers, crossing guards, matrons and mechanics. All civilian personnel shall be governed by the applicable rules and regulations of the Deal Police Department.

(Ord. No. 996)

*2-25.7 Reserved.*

*2-25.8 Chief of Police: Compensation; Powers and Duties; Removal from Office.*

- a. The Chief of Police shall be a person experienced in the operation and administration of a municipal force. He shall receive such compensation as shall be fixed from time to time by a general salary ordinance.
- b. The Chief of Police, subject to the supervision of the Director of Department of Public Safety and the Borough Administrator or his designee, shall exercise control over the Police Force subject to all applicable statutes, ordinances and regulations. The Chief of Police, who shall serve as the chief administrator and executive of the Police Department, shall be responsible for the day-to-day operation of the Police Department and shall, subject to the policies promulgated by the Board of Commissioners and under the supervision of the Borough Administrator, have the power and responsibility to:

1. Plan, organize, direct, supervise and review all activities of the Police Department.
2. Coordinate the efforts of the Police Force with the court system.
3. Prepare annual budget requests and recommendations for the Police Department and review all requests for expenditures.
4. Direct the training of the Police Force in the law and in the technique and procedures of the various functions of the force, with particular attention to personnel at the supervisory level.
5. Supervise and direct all the operations of the Police Force utilizing supervisory personnel in the Police Force.
6. Determine the powers, functions, duties and assignments of officers and personnel of the Department.
7. Establish work schedules; determine shift assignments and geographic temporal deployments.
8. Cause the Police Department and its officers to obey and comply with the Manual of Rules and Regulations of the Police Force of the Borough of Deal, as adopted and amended from time to time by the Board of Commissioners.

Editor's Note: See also subsection 2-25.9, Rules and Regulations.

9. Promulgate, administer and enforce all other rules and regulations, including such emergency directives as may from time to time be necessary to provide for the disposition, use and discipline of the persons and property of the Police Department.
10. When necessary and in appropriate circumstances, cause investigations to be made, and to then proceed upon the basis of such investigations to take or recommend disciplinary action against members of the Police Department who are found to have violated the rules and regulations referred to.
11. Develop policies, procedures, written manuals and instructions for the Police Department.
12. Attend meetings and public gatherings to explain the safety activities and functions and to elicit citizen support of Police projects.
13. Plan and supervise programs of crime and accident prevention for the community.
14. Respond to the scene of major criminal activity and other major conditions that affect public safety, and may personally direct public safety activities as the scene.
15. Work with community groups to foster community action related to public safety activities.
16. Supervise effective programs for street lighting, signs and traffic control to ensure vehicle and pedestrian safety.

17. Recruit and recommend candidates for positions in the Police Force in reference to appointments and promotions, suspensions and other disciplinary actions pursuant to law.
  18. Report at least monthly or as directed to the Director of the Department of Public Safety, in such form as shall be prescribed, on the operation of the force during the preceding month and make such other reports as may be requested.
- c. *Removal from Office.*
1. The Chief of Police may be removed from office for cause, defined as:
    - (a) Failure to perform the duties of Chief of Police as defined in this chapter.
    - (b) Mental and/or physical incompetence to perform the duties of the position of the Chief of Police.
    - (c) Conviction of a crime.
    - (d) Personal behavior of a nature which impairs his ability to perform the duties of the position of the Chief of Police or brings disrepute on the Borough of Deal.

(Ord. No. 996)

#### *2-25.9 Rules and Regulations.*

The Board of Commissioners shall establish by resolution and may amend and repeal by resolution such rules and regulations as it may deem necessary for the government and efficient working of the entire Department. The rules and regulations, when adopted, shall be posted by the Director of Public Safety within five (5) days after their adoption in the room in the Municipal Building assigned to the Police Department, and a copy thereof delivered to every member of the Department. (Ord. No. 996)

#### *2-25.10 Promotional Procedures.*

Promotional procedures will be promulgated at the discretion of the Board of Commissioners upon demonstrable organizational requirements. Promotional and eligibility requirements shall be established and articulated by the Board of Commissioners prior to the initiation of the promotional process. The promotional process for the rank of sergeant shall involve multidimensional testing and may be administered by the New Jersey State Association of Chiefs of Police followed by a subsequent evaluation by a Promotional Review Board appointed by the mayor. The promotional process for the rank(s) of lieutenant and captain shall consist of a specific project followed by a subsequent evaluation by the Promotional Review Board appointed by the mayor. The Board of Commissioners reserves the right to initiate the promotional procedure as needed. Promotional procedures will be made available sixty (60) days prior to the examination for the rank of Sergeant. The Board of Commissioners may allow the candidates for the rank(s) of lieutenant and captain up to thirty (30) days to complete a specific project. (Ord. No. 996)

2-25.11 *Minimum Position Qualifications.*

a. *Police Officer.*

1. Age: Must be at least eighteen (18) years of age.
2. Citizenship: Must be a citizen of the United States.
3. Morality: Of good moral character; never convicted of any crime or criminal offense of any type involving moral turpitude or an offense involving dishonesty, or a crime of the third degree or above.
4. Education: Must have an associate's degree, but a bachelor's degree shall be preferred and meet all standards of the Police Department.
5. Written Exam: Pass any and all written exams prescribed by the Chief of Police with the approval of the Board of Commissioners.
6. Physical: Weight in proportion to height able to pass physical agility test.
7. Medical: Applicant should be medically fit and sound, exhibiting no physical impairment which would render the applicant incapable of performing the duties of a Police Officer. Applicant must pass a complete medical evaluation including fitness for duty and drug screen. Be able to distinguish colors accurately and have 20/20 vision (eyeglasses acceptable).
8. Psychological: Candidates will be examined by a professional to determine that candidate's intellectual and mental fitness for a position as a Police Officer.
9. Oral Interview: Conducted by police examining teams who shall refer two (2) to five (5) candidates, if otherwise qualified per opening to the Chief of Police. Additional oral exams may be conducted by the Chief of Police, Borough Administrator, and/or Board of Commissioners.
10. Background: Candidate will undergo a thorough background investigation including but not limited to FBI, State Police, MVC, local police, schools, credit bureau, family, etc.
11. Driver's License: Candidate must possess a valid New Jersey Motor Vehicle Commission driver's license at time of appointment.
12. Appointment: By the Board of Commissioners.
13. Training as a Certified Emergency Medical Technician preferred.
14. New appointments to the Police Department will be required to serve a twelve (12) month probationary period prior to a permanent appointment to the Police Department.
15. Hiring procedures will be at the discretion of the Mayor, Board of Commissioners, Administrator and Chief of Police in accordance with all applicable State and Federal statutes.

b. *Sergeant of Police.*

1. Experience: Five (5) years as a Police Officer with the Borough of Deal Police Department.
2. Once the promotional exam is announced all eligible candidate(s) must indicate their intention to take or decline the test by so indicating said desire by signing the form provided by the Chief of Police. The candidate(s) resume must be submitted with this form.
3. Education: Candidate(s) will meet all standards of the Deal Police Department. An Associate's Degree shall be required, but a Bachelor's Degree shall be preferred. Candidate(s) shall be issued points for their level of education. Candidate(s) with no educational degrees shall receive 1 point, candidate(s) with military service shall receive 1 point, candidate(s) with an associate degree shall receive 2 points, candidate(s) with a Bachelor's Degree shall receive 3 points, candidate(s) with a Master's Degree shall receive 4 points and candidate(s) with a Doctorate Degree shall receive 5 points. Education shall account for 5% of the overall score in the evaluation.
4. Years of Service: Candidate(s) shall be issued points for years of Service as a Deal Police Officer. Each candidate shall receive one-quarter (.25) point for each year completed as a Deal Police Officer at the time the promotional exam is announced. The maximum allotted points for a candidate to accumulate in this phase are 5 points. Years of service shall account for 5% of the overall score in the evaluation.
5. Written and Oral Exam: Obtain a cumulative passing score of 70% on the written and oral exams. Both the written and the oral examinations will be approved and administered by the New Jersey State Association of Chiefs of Police or an outside consultant. The successful completion of these two tests will constitute 60% of the overall score in the evaluation. If the New Jersey Association of Chiefs of Police is not utilized for the testing, the total percentage distribution for each phase of the promotional process will be determined prior to the testing procedure. An examination information/reading list shall be provided to each candidate.
6. The Promotional Review Board shall be chaired by the mayor or his designee. The Board shall consist of a Borough Commissioner (if available), the Borough Administrator and the Chief of Police. The interview, evaluation and appointment will be based upon the totality of the candidate(s) past performance of his duties by the Promotional Review Board. This phase shall be valued at 30% of the overall score. Each candidate will be provided with a list of dimensions where questions will be derived to evaluate a candidate's competencies.
7. The candidate(s) chosen for the position shall be subjected to a Psychological Evaluation of the candidate's intellectual and psychological status; assessment of candidate's ability to supervise and to relate to others particularly in the chain of command. Background investigation will include but not be limited to CCH and MVC checks.

8. Final appointments will be made by the mayor and confirmed by the Board of Commissioners to the rank of Probationary Sergeant and will serve a probationary period of six months before the permanent appointment to Sergeant.
9. The final list shall be deemed valid for a period of one year from the date of promotion. The final list may be extended at the discretion of the Board of Commissioners as deemed appropriate. As such, the Board of Commissioners of the Borough of Deal reserves the right to call for an additional examination as deemed appropriate.

c. *Lieutenant of Police.*

1. Experience: Eight (8) years as a Police Officer with the Borough of Deal Police Department and must previously have been serving in the rank of Sergeant for two (2) years at the time the promotion process is announced.
2. Once the promotional process is announced all eligible candidate(s) must indicate their intention to take or decline the promotion process by so indicating said desire by signing the form provided by the Chief of Police. The candidate(s) resume must be submitted with this form.
3. Education: Candidate will meet all standards of the Deal Police Department. An Associate Degree shall be required, but a Bachelor's Degree shall be preferred. Candidate(s) shall be issued points for their level of education. Candidate(s) with no degrees shall receive 1 point, candidate(s) with military service shall receive 1 point, candidate(s) with an associate degree will receive 2 points, candidate(s) with a Bachelor's Degree shall receive 3 points, candidate(s) with a Master's Degree shall receive 4 points and candidate(s) with a Doctorate Degree shall receive 5 points. Education shall account for 5% of the overall score in the evaluation.
4. Years in Grade as a Supervisor: Candidate(s) shall be issued points for Years in Grade as a Deal Police Supervisor. Each candidate shall receive one-half (.5) point for each year completed as a Deal Police Supervisor at the time the promotional exam is announced. The maximum allotted points for a candidate to accumulate in this phase are 5 points. Years in Grade as a Supervisor shall account for 5% of the overall score in the evaluation.
5. Proposed Project: Each candidate will be required to prepare a proposed project. The Borough of Deal will determine the topic(s) for the project. The Borough of Deal will establish a timeframe to complete the proposed project. The project will be evaluated by the Chief of Police or his designee, the Borough Administrator or his designee, and the mayor or his designee. The Mayor may choose to designate a Borough Commissioner to participate in the oral review board. This phase shall be valued at 30% of the overall score in the evaluation.

6. Promotional Review Board: The Promotional Review Board shall be chaired by the Mayor or his designee. The Promotional Review Board shall consist of a Borough Commissioner (if available), the Borough Administrator or his designee, and the Chief of Police or his designee. The interview, evaluation and appointment will be based upon the totality of the candidate(s) past performance of his duties and the candidate(s) leadership abilities. This phase shall be valued at 60% of the overall score in the evaluation.
7. Background investigation will include but not be limited to CCH and MVC checks.
8. The candidate(s) chosen for the position may be subjected to a Psychological Evaluation of the candidate's intellectual and psychological status; assessment of candidate's ability to supervise and to relate to others particularly in the chain of command.
9. Final appointments will be made by the mayor and confirmed by the Board of Commissioners to the rank of Probationary Lieutenant and will serve a probationary period of (6) six months before the permanent appointment to Lieutenant.
10. The final list shall be deemed valid for a period of one year from the date of promotion. The final list may be extended at the discretion of the Board of Commissioners as deemed appropriate. As such, the Board of Commissioners of the Borough of Deal reserves the right to call for an additional examination as deemed appropriate.

d. *Captain of Police.*

1. Experience: Eight (8) years as a Police Officer with the Borough of Deal Police Department, must have previously been serving in the rank of Lieutenant with the Borough of Deal Police Department.
2. Once the promotional exam is announced all eligible candidate(s) must indicate their intention to take or decline the promotion process by so indicating said desire by signing the form provided by the Chief of Police. The candidate(s) resume must be submitted with this form.
3. Education: Candidate will meet all standards of the Deal Police Department. An Associate Degree shall be required, but a Bachelor's Degree shall be preferred. Candidate(s) shall be issued points for their level of education. Candidate(s) with no degrees shall receive 1 point, candidate(s) with military service shall receive 1 point, candidate(s) with an associate degree will receive 2 points, candidate(s) with a Bachelor's Degree shall receive 3 points, candidate(s) with a Master's Degree shall receive 4 points and candidate(s) with a Doctorate Degree shall receive 5 points. Education shall account for 5% of the overall score in the evaluation.
4. Years in Grade as a Supervisor: Candidate(s) shall be issued points for Years in Grade as a Deal Police Supervisor. Each candidate shall receive one half (.5) point for each year completed as a Deal Police Supervisor at the time the promotional



exam is announced. The maximum allotted points for a candidate to accumulate in this phase are 5 points. Years in Grade as a Supervisor shall account for 5% of the overall score in the evaluation.

5. Proposed Project: Each candidate will be required to prepare a proposed project. The Borough of Deal will determine the topic(s) for the project. The Borough of Deal will establish a timeframe to complete the proposed project. The project will be evaluated by the Chief of Police or his designee, the Borough Administrator or his designee, and the Mayor or his designee. The mayor may choose to designate a Borough Commissioner to participate in the oral review board. This phase shall be valued at 30% of the overall score in the evaluation.
6. Promotional Review Board: The Promotional Review Board shall be chaired by the Mayor or his designee. The Promotional Review Board shall consist of a Borough Commissioner (if available), the Borough Administrator or his designee, and the Chief of Police or his designee. The interview, evaluation and appointment will be based upon the totality of the candidate(s) past performance of his duties and the candidate(s) leadership abilities. This phase shall be valued at 60% of the overall score in the evaluation.
7. Background investigation will include but not be limited to CCH and MVC checks.
8. The candidate(s) chosen for the position may be subjected to a Psychological Evaluation of the candidate's intellectual and psychological status; assessment of candidate's ability to supervise and to relate to others particularly in the chain of command.
9. Final appointments will be made by the Mayor and confirmed by the Board of Commissioners to the rank of Probationary Captain and will serve a probationary period of six months before the permanent appointment to Captain.
10. The final list shall be deemed valid for a period of one year from the date of promotion. The final list may be extended at the discretion of the Board of Commissioners as deemed appropriate. As such, the Board of Commissioners of the Borough of Deal reserves the right to call for an additional examination as deemed appropriate.

e. *Chief of Police.*

1. Experience: Ten (10) years with the Borough of Deal Police Department, must have previously been serving in either the rank of Lieutenant or Captain with the Borough of Deal Police Department.
2. Once the promotional exam is announced all eligible candidate(s) must indicate their intention to take or decline the promotion process by so indicating said desire by signing the form provided by the Chief of Police. The candidate(s) resume must be submitted with this form.

3. Education: Candidate will meet all standards of the Deal Police Department. A bachelor's degree shall be required, but a master's degree shall be preferred. Candidate(s) shall be issued points for their level of education. Candidate(s) with no degrees shall receive 1 point, candidate(s) with military service shall receive 1 point, candidate(s) with an associate degree will receive 2 points, candidate(s) with a bachelor's degree shall receive 3 points, candidate(s) with a master's degree shall receive 4 points and candidate(s) with a Doctorate Degree shall receive 5 points. Education shall account for 5% of the overall score in the evaluation.
4. Years in Grade as a Supervisor: Candidate(s) shall be issued points for Years in Grade as a Deal Police Supervisor. Each candidate shall receive one half (.5) point for each year completed as a Deal Police Supervisor at the time the promotional exam is announced. The maximum allotted points for a candidate to accumulate in this phase are 5 points. Years in Grade as a Supervisor shall account for 5% of the overall score in the evaluation.
5. Promotional Review Board: The interview shall be conducted by the Chief of Police or his designee, the Borough Administrator or his designee, the mayor, or his designee. The mayor may choose to designate a Borough Commissioner to participate in the promotional review board. These individuals will be referred to as the (Police Committee) The interview shall focus on, but not limited to, the candidates' knowledge of the Borough of Deal form of government, police administration, leadership abilities and management skills, team development, municipal and police budget process, staffing, community policing and any other relative personal experience related to the promotion process. All candidates shall be given the same questions by the Police Committee. The Borough Administrator shall keep written records of the scoring for each of the candidates' responses. This phase shall be valued at 60% of the overall score in the evaluation.
6. Record Review: The review of the personnel records shall be conducted by the Police Committee. The candidates' personnel records will include but not limited to sick leave, disciplinary actions, training, and accomplishments. Attendance is averaged over the previous full five (5) calendar years, excluding severe illness, injury, or absence in compliance with the Family Medical Leave Act. If more than sixty (60) hours of sick leave was used annually, three (3) points will be deducted from the candidate's overall score for each of those years. Disciplinary action, each major sustained disciplinary action (suspension of more than five (5) days) will result in a deduction of five points. Each minor sustained disciplinary action of a (five (5) days suspension or less) will result in a deduction of (1) point. Candidate's training received over the course of career. What the candidate has accomplished throughout his/her career. This phase shall be valued at 30% of the overall score in the evaluation.
7. The candidate(s) chosen for the position maybe be subjected to a Psychological Evaluation of the candidate's intellectual and psychological status; assessment of candidate's ability to supervise and to relate to others particularly in the chain of command. Background investigation will include but not be limited to CCH and MVC checks.

8. Final appointments will be made by the Mayor and confirmed by the Board of Commissioners to the rank of Chief of Police.
9. The final list shall be deemed valid for a period of one (1) year from the date of promotion. The final list may be extended at the discretion of the Board of Commissioners as deemed appropriate. As such, the Board of Commissioners of the Borough of Deal reserves the right to call for an additional examination as deemed appropriate.
10. In the absence of the Chief of Police or in the event of a vacancy, the Borough Commissioners shall appoint an Acting Chief of Police from among the current police department's leadership to serve until a new Chief is appointed.

(Ord. No. 996; Ord. No. 1013; Ord. No. 1067; Ord. No. 1981; Ord. No. 1135)

2-25.12 *Duties of Department.*

- a. The Police Department, pursuant to the directions of the Public Safety Director and subject to the policies established by the Chief of Police shall:
  1. Protect and preserve the constitutional rights and civil liberties of all, as afforded by the Constitution of the United State and the Constitutional of the State of New Jersey. Preserve the public peace, protect the quality of life, prevent crime, protect property, detect and arrest offenders against the penal laws and ordinances effective within the Borough, suppress riots, mobs and insurrections, disperse unlawful or dangerous assemblages and preserve order at all elections and public meetings and assemblages.
  2. Administer and enforce laws and ordinances to regulate, direct, control and restrict the movement of vehicular and pedestrian traffic and the use of the streets by vehicular and persons, to protect the safety and facilitate the convenience of motorists and pedestrians and to make and enforce rules and regulations not inconsistent with the State law.
  3. Remove or cause to be removed all nuisances in the public streets, parks and other public amusement or assemblage and all places of business requiring any State or municipal license or permit and report thereon to the appropriate department.
  4. Provide proper Police attendance and protection at fires and other emergencies.
  5. Provide the attendance of its members in court as necessary for the prosecution and trial of person charged with crimes and offenses and cooperate fully with the law enforcement and prosecuting authorities of Federal, State, County and municipal governments.
  6. Practice pro-active Community Policing so as to foster and maintain partnership with the community.

(Ord. No. 996)

2-25.13 *Removal and Suspension.*

Each regular Police Officer shall hold his office and continue in his employment during good behavior and efficiency and no person shall be removed from office of employment for any other cause than incapacity, misconduct, neglect of duty, conduct unbecoming a Police Officer, disobedience of the rules and regulations established and hereafter established for the Department or absence from duty without just cause for five (5) days or more.

Any member of the Department may be suspended, removed, fined, or reduced from his office or employment therein, for just cause upon due notice and service of written charges and a hearing. (Ord. No. 996)

2-25.14 *Reserved.*

2-25.15 *Special Policemen.*

The Board of Commissioners may, as it deems necessary, appoint special law enforcement officers sufficient to perform the duties and responsibilities permitted by local ordinances authorized by N.J.S. 40A:14-146.10 through 40A:14-146.17 inclusive. (Ord. No. 996)

2-25.16 *Hours of Employment.*

The hours of employment for members of the Police Department shall work a (12) hour daily schedule and shall be evaluated annually on December 1<sup>st</sup> of each year. The Borough shall have the right to change the standard workweek schedule, work shifts, starting and stopping times, etc., at its sole discretion, as the Borough determines is necessary for the efficient and effective operation of the Deal Police Department.

2-25.17 *Salaries, Paid Holidays and Longevity.*

- a. *Salaries.* Effective November 13, 2023, and thereafter all Deal Police Department salaries shall be pursuant to appropriate collective bargaining agreements.

(Ord. No. 1069)

- b. *Paid Holidays, Compensatory Time.*

1. The Police Department personnel shall receive one (1) additional day's pay for each of the following holidays:

New Year's Day  
Lincoln's Birthday  
Washington's Birthday  
Easter Sunday  
Memorial Day  
Independence Day  
Labor Day  
Columbus Day

Veteran's Day  
Thanksgiving Day  
Christmas Day

Such additional day's pay shall be paid at the end of the semi-monthly pay period during which such holiday falls.

2. The members of the Police Department shall be paid at the rate of one and one-half (1 1/2) times their salary rate for all hours spent on Police Duty over forty (40) hours per week. The members of the Police Department shall receive compensatory time, at the rate of time and one-half (1/2), for all hours spent on training and court appearances over forty (40) hours per work week.

(1972 Code § 4-10)

- c. *Longevity.* In addition, every member of the Police Department shall receive in addition to such annual base salary, a longevity increment computed according to the number of years such officer has been in the employee of the Borough of Deal as follows:
  1. All employees hired prior to August 1, 2005, will receive (beginning January 1, 2005), in addition to base salary, annual longevity payments in accordance with the following schedule:

<i>Years of Service</i>	<i>Longevity</i>
Upon completion of 5 years and up to completion of 10 years:	3%
Upon completion of 10 years and up to completion of 15 years:	6%
Upon completion of 15 years and up to completion of 20 years:	9%
Upon completion of 20 years and up to completion of 23 years:	12%
Upon completion of 23 years and thereafter:	15%

(Ord. No. 954 § 1)

2-25.18 *Removed no longer have uniform allowance.*

**2-25.19** Uniforms.

- a. Officers will be required to comply with department rules and regulations regarding uniform maintenance and appearance.

- b. Effective January 1, 1999, any and all changes to the police uniform/equipment as set forth in the current Official Uniform Regulations and Specifications, or future updated versions, shall be at the expense of the Borough.

(Ord. No. 1069)

*2-25.20 Health Insurance.*

The Borough agrees to continue to provide all employees with the present health insurance coverage. All employees will be required to comply with the contribution requirements set forth in Chapter 78, P.L. 2011. (Ord. No. 1069)

*2-25.21 Outside Employment.*

The following shall apply to outside employment of off-duty Borough of Deal Police personnel by a contractor or third party for services:

- a. All requests for outside employment of Deal Police shall be through the Chief of Police, or his or her designee. Payment for these services from the contractor or third party shall be made to Jobs for Blue, a third-party venter who handles all off-duty employment.
- b. This subsection shall only apply to Borough of Deal Police personnel.
- c. The rate of compensation of off-duty Deal Police personnel will be billed at ninety dollars (\$90.00) per hour per officer. The minimum charge payable for such services shall be equal to a minimum of four (4) hours for each officer contracted for with the Borough. A cancellation fee equal to such minimum charge per officer shall be due and payable to Jobs for Blue where the request for such service is cancelled on less than 12-hour notice. (Ord. No. 1103)
- d. Jobs for Blue shall charge the contractor or third party an administrative fee, an amount above the rate set for the police personnel. In order to cover expenses incurred by the Borough resulting from off-duty employment, Jobs for Blue shall charge the contractor or third party an additional ten dollars (\$10.00) per hour per officer. (Ord. No. 1103)
- e. Scheduling of off-duty employment, which is police-related, will be arranged by Jobs for Blue. Police personnel will have the option to work these police-related jobs, and all employment of off-duty Police Officers will be voluntary except for an emergency.
- f. All payments to police personnel shall be made through payroll in accordance with the schedule set. The Borough of Deal will not make payments to officers employed by another agency.
- g. All off-duty police-related work is not to be considered regular police duty.
- h. Whenever off-duty police personnel are assigned to any police-related job, such as traffic control, security, crowd control, etc., he or she shall, for the purpose of his or her pension, be entitled to all benefits that he or she would be normally entitled to while on-duty.
- I. A Police Officer is required to be present at the site for the protection of the public except when on an approved break and when the job mandates. This should be with approval of the Chief of Police or his or her designee.

- j. The Borough may choose to utilize a secondary service to administrate and perform the above actions related to the off-duty employment process. These actions include but are not limited to: Communicating with said person or company to schedule off-duty “jobs”, Scheduling the Officers for the said jobs, Invoicing person or company and receiving escrow and or payments from person or company in a manner set forth by the secondary service provider. The secondary service provider may charge an additional fee for services that is above and in addition to the fee structure stated above and utilize business type collection rules as set forth in the contract/agreement between the Borough and the secondary service provider. (Ord. No. 1154)
- k. The secondary service provider will reimburse the Borough via ACH or other funds transfer methods, according to the fees set forth in this ordinance, due to the Borough and Officer, in a timely manner, usually coinciding with payroll periods for “jobs” that the officers have performed or were scheduled for in that period, in accordance with the above listed rules of employment between the Borough and person(s) or company seeking services. (Ord. No. 1154)

(Ord. No. 1100; Ord. No. 1154)

Section 3. If any section, paragraph, subdivision, clause, or provision of this ordinance shall be adjudged invalid, such adjudication shall apply only to the section, paragraph, subdivision, clause or provision so adjudged and the remainder of the Ordinance shall be deemed valid and effective.

Section 4. All ordinances or parts of ordinances inconsistent with or in conflict with the Ordinance are hereby repealed to the extent of such inconsistency.

Section 5. This Ordinance shall take effect upon passage and publication according to law.

Introduced by Mayor Cohen on April 2, 2024  
Seconded by Commissioner Simhon  
Roll Call: Ayes 3; Cohen, Simhon & Kassin

Motion to Adopt on May 1, 2024  
Seconded by  
Roll Call: Ayes 3; Cohen, Simhon & Kassin