

RESOLUTION # 2012 - 27

**RESOLUTION OF THE MAYOR AND BOROUGH COUNCIL OF THE BOROUGH OF
MOUNT ARLINGTON, IN THE COUNTY OF MORRIS, STATE OF NEW JERSEY
APPOINTING KEITH LICATA AS THE CHIEF OF POLICE OF THE BOROUGH OF
MOUNT ARLINGTON**

WHEREAS, pursuant to the Borough of Mount Arlington Code section § 4-14 Police Department, the Mayor and Council of the Borough of Mount Arlington announced that the position of Chief of Police is vacant and would be filled; and

WHEREAS, the Borough of Mount Arlington is desirous of appointing a Chief of Police who fulfills the requirements of section § 4-14 Police Department, set forth at length below.

§ 4-14. Police Department.

M. Promotions of Police Chief. [Added 12-22-2008 by Ord. No. 21-08] Pursuant to the authority of the Mayor and Council of the Borough of Mount Arlington to establish the position of the Police Chief for the Mount Arlington Police Department, once the Mayor and Council of the Borough of Mount Arlington have certified by resolution that the position of Chief of Police is vacant and will be filled, a notice shall be posted on the bulletin board of the Police Headquarters and the Mayor and Council shall implement the procedures contained herein below:

- (1) In order to be considered for the rank of Police Chief the officer must be a member of the Mount Arlington Police Department and hold the rank of Sergeant and above with at least one (1) year experience.
- (2) All candidates for promotion to the rank of Police Chief must successfully complete the psychological examination conducted by a psychiatrist or psychologist or by a professional psychological service organization appointed by the Mayor and Council of the Borough of Mount Arlington.
- (3) Psychological testing will be conducted for objective suitability traits and attributions. Testing shall relate to motivation, intelligence, team compatibility, endurance, social judgment, stress tolerance, self control and emotional stability. Candidates shall be evaluated for supervisory potential, ability to analyze the management role, as well as leadership and attitudes towards directing and disciplining former peers.
- (4) The test shall be scored on a pass/fail basis as to suitability with evaluation reports and ranking order of candidates which shall be provided to the Mayor and Council.
- (5) All candidates for promotion to the rank of Chief must successfully complete an oral examination conducted by an outside testing agency appointed by the Mayor and Council of the Borough of Mount Arlington. A standardized interview will be conducted by the outside testing agency (i.e. State Chiefs of Police Association) by a Board of three (3) examiners at least one (1) of which will be a Personnel Evaluator from the outside testing agency. None will be an officer, employee, resident or relative thereof, of the Borough of Mount Arlington.
- (6) Each candidate's performance will be rated on a standardized form and a score for the interview will be derived. A report of those scores will be reviewed with these determinations: acceptability, Yes or No; point score for each candidate. The weight of the raw score on the oral test will equal thirty percent (30%) of the overall evaluation score of the candidate. Training and education shall equal thirty percent (30%) of the overall evaluation score of the candidate.

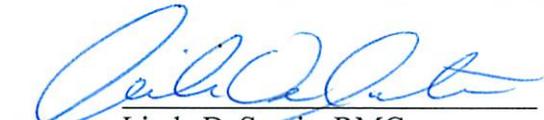
Time in service with the Mount Arlington Police Department shall equal twenty (20%) percent of the overall evaluation score of the candidate. In a case of a tie breaker between applicants, seniority shall be used to make the final determination. See N.J.S.A. 40A:14-129.

- (7) The Mayor and Council shall select a Chief from among all eligible candidates.
- (8) Interviews may be conducted by the Mayor and Council to help in the selection, in which case all eligible candidates will be interviewed. The Borough Administrator and Police Chief may be present to assist. The interview shall equal twenty percent (20%) of the overall evaluation score of the candidate.
- (9) The Mayor and Council shall consider all testing, experience, and other information. Throughout the course of the testing, the Mayor and Council will be provided the periodic results. The selection will be made by secret ballot of the governing body. A majority vote will prevail. There will be no veto power.
- (10) A probationary period of one (1) year shall be served.

WHEREAS, the Acting Chief of Police, Keith Licata, fulfilled all of the requirements set forth in the Borough of Mount Arlington Code section § 4-14 Police Department.

NOW, THEREFORE BE IT RESOLVED, by the Mayor and Borough Council of the Borough of Mount Arlington, County of Morris, State of New Jersey that Keith Licata shall be appointed to the position of Chief of Police.

I hereby certify this to be an accurate and true resolution as approved by the Mayor and Borough Council at the Meeting held on January 17, 2012



Linda DeSantis, RMC
Borough Clerk