

MAYOR HELMIN CABA

EXECUTIVE ORDER

WHEREAS, public safety can be enhanced by best practice de-escalation training and policies; and

WHEREAS, the City of Perth Amboy and its Police Director are dedicated to the continuing improvement of public safety in the City; and

WHEREAS, it is in the interests of both the residents of Perth Amboy and their police officers that all efforts be made to continue the development of a 'guardian' culture to policing in the City.

NOW, THEREFORE, BE IT ORDERED BY HELMIN CABA, MAYOR OF THE CITY OF PERTH AMBOY, NEW JERSEY THAT:

SECTION 1. Promotion Policy.

It is hereby directed by the Mayor and Police Director of the City of Perth Amboy that the policy set forth below for promotions of individual police officers, basing promotions in part on their use of force and de-escalation performance in accordance with their training, be included in the promotions policy of the Perth Amboy Police Department to the fullest extent permitted by law and the Collective Bargaining Agreements as set forth below:

EVALUATING THE PROMOTIONAL POTENTIAL OF CANDIDATES: When promotions are called for by the Chief of Police or the Officer in Command, the New Jersey Civil Service Commission will notify eligible candidates of their pending eligibility for promotion. Each eligible candidate is then required to notify the Appropriate Authority, in writing and by the specified deadline, that they wish to be considered for promotion. The Appropriate Authority will advise the Chief of Police or the Officer in Command of those candidates who wish to continue in the process. The Chief of Police or Officer in Command will then conduct interviews of those employees. The Chief of Police or Officer in Command retains the right to then recommend eligible candidates to the Appropriate Authority for promotion, in the manner prescribed by the New Jersey Civil Service Commission.

A. INTERVIEW: Eligible employees will be required to submit to an oral interview by the Chief of Police or Officer in Command, which will include a review of their past performance and productivity. This may include the following:

1. Performance Appraisal Reports.
2. Use of force and de-escalation performance in accordance with the Department's training.
3. Letters of Commendation.
4. Letters of Counseling and Reprimand.
5. Disciplinary Record.
6. Attendance Records.
7. Other information as it appears to bear upon suitability for promotion.

SECTION 2. Effective Date

This Executive Order shall take effect immediately upon execution by Mayor and Police Director Helmin Caba.

(Date)

Mayor and Police Director Helmin Caba