

**DEPARTMENT OF POLICE
BYRAM TOWNSHIP
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Byram Township Police Department

MINIMAL QUALIFICATIONS, ESSENTIAL FUNCTIONS, and DISQUALIFIERS OF POLICE OFFICERS

- Citizen of the United States (N.J.S.A. 40A:14-122).
- Every member of the police department and force shall be a resident of the State of New Jersey while serving in such position. Members appointed after the effective date of this act shall be residents of New Jersey at the time of their appointment and thereafter unless otherwise provided herein (N.J.S.A. 40A:14-122.8)
- Age not less than 18 years nor more than 35 years. However, age restrictions shall not conflict with current state and federal law.
- Is sound in body and good health sufficient to satisfy the board of trustees of the police and firemen's retirement system of New Jersey as to his/her eligibility for member in the retirement system (N.J.S.A. 40A:14-122).
- Is able to read, write, and speak the English language well and intelligently (N.J.S.A. 40A:14-122).
- Is of good moral character and has not been convicted of any criminal offense involving moral turpitude (N.J.S.A. 40A:14-122).
- Officers hired pursuant to N.J.S.A. 11A:4-1.3 must have minimum of 60 college credits or two (2) years active military service in which the applicant has received an honorable discharge or a combination of the two. (Must provide DD 214 as proof of military service). For officers hired pursuant to a civil service eligibility list, per N.J.S.A. 40A:14-123.1a. or an intergovernmental transfer shall have a minimum of a high-school diploma or G.E.D., however, it is preferred they have a minimum of 60 college credits or two (2) years active military service in which the applicant has received an honorable discharge or a combination of the two.

NOTE: Appointees are required to have successfully completed a training program mandated by the New Jersey Police Training Commission.

- Shall meet all the requirements for the issuance of an initial or probationary law enforcement license (N.J.S.A. 52:17B-71b).
- Possession of a valid New Jersey motor vehicle license.
- Physical fitness examination shall be conducted by a certified practitioner or firm selected by the Chief of Police. Each candidate shall pass the pre-entry physical fitness examination prior to acceptance to the basic police class.
- Must be fingerprinted to New Jersey Police Training Commission standards.
- Background investigation of all candidates shall be conducted by a member of the Department, assigned by and under the direction of the Chief of Police.
- Medical examination of all candidates will be required which is to be administered by a licensed physician and/or licensed medical firm selected by the agency for the purpose of determining the candidate's physical fitness. The medical examination shall be administered within three (3) months prior to commencement of the next basic police recruit class, or prior to appointment to the agency if the candidate is not required to attend the basic police recruit class. The physician shall state, on a form prescribed by the New Jersey Police Training Commission, the individual is fit to undergo the training required during the police recruit training and to perform the duties of a Police Office.
 - ✓ A thorough review of the candidate's criminal and driving record, if any.
 - ✓ Verification of a minimum of three (3) personal references and three (3) vouchers in addition to canvassing of the neighborhood where the candidate currently resides and former resident locations, as may be appropriate.
 - ✓ Previous employment history and associated references.
 - ✓ Current and prior credit history.
- Drug Testing of all candidates shall be completed in accordance with the New Jersey Attorney General's Law Enforcement Drug Testing Policy.
- Psychological examination of all candidates will be required prior to appointment, and each candidate shall undergo an emotional stability and psychological fitness examination conducted by a certified practitioner or firm, selected by Byram Township. Intergovernmental Transfer candidates may be allowed to use their previous employer's psychological examination results to satisfy this requirement at the discretion of the Chief of Police.
- Must successfully complete any New Jersey Police Training Commission prescribed probationary period.

ESSENTIAL FUNCTIONS

To adequately perform the responsibility of a police officer, the candidate must be able to perform the essential functions of the position.

- Walk, sometimes for long periods of time, in extreme weather conditions, in physically hazardous locations.
- Run, sometimes sprinting at a high rate of speed for a short distance, in extreme weather conditions, in physically hazardous locations.
- Ascent or descent stairs.
- Climb over, pull up over, and jump over obstacles.
- Jump down from elevated surfaces or areas.
- Climb or crawl through openings.
- Crawl under obstructions or in confined areas.
- Balance on uneven or narrow surfaces.
- Use body force to gain entrance or break through barriers.
- Push objects, vehicles, or persons.
- Pull objects or persons.
- Lift and carry objects or persons.
- Drag objects or persons.
- Sit or stand for extended periods of time.
- Employ defensive tactics, using balance, leverage, concentration of power, and opponent's power.
- Swim.
- Operate a motor vehicle, during the day or at night, in emergency situations, at high rates of speed, on the open road or in congested traffic, in unsafe conditions caused by factors such as fog, smoke, rain, ice, or snow.
- Detain individuals.
- Stop suspicious individuals and vehicles.
- Pursue fleeing suspects, in a vehicle or on foot.
- Disarm persons.
- Restrain or subdue resisting suspects.
- Effectuate a full physical custody arrest, forcibly if necessary, using handcuffs and other restraints.
- Conduct visual and audio surveillance.
- Perform law enforcement patrol functions, on foot or in a vehicle.
- Issue Summonses.

- Direct traffic, sometimes for long periods of time, using hand signals, flares, barricades, etc.
- Observe, record, recall and report incidents and information.
- Operate radar equipment.
- Administer field sobriety tests.
- Operate a fire extinguisher.
- Fingerprint, photograph and videotape individuals, objects and scenes.
- Transport citizens, prisoners and committed mental patients, using handcuffs and other restraints, when appropriate.
- Work rotating shifts and adapt to irregular working conditions.
- Maintain mental alertness and readiness to act, even during periods of calm and inactivity.
- Identify, collect, label and preserve evidence.
- Secure the scene of a crime, emergency or disaster.
- Stand guard at the scene of a crime, emergency or disaster to prevent damage, loss or injury.
- Control crowds.
- Secure and evacuate persons from particular areas, using either verbal commands or the appropriate degree of physical force.
- Perform rescue and support functions at the scenes of accidents, emergencies and disasters.
- Administer emergency first aid.
- Physically check buildings, including doors and windows, to ensure that they are secure.
- Remediate hazardous conditions by direct action or notification of appropriate authority or agency.
- Perform searches of people, vehicles, buildings and large outdoor areas, which may involve seeing, feeling and detecting objects, and walking for long periods of time.
- Search for missing, wanted or lost persons and evidence.
- Load, unload, aim and fire a handgun and shotgun in day and night conditions from a variety of body positions at the proficiency level required by qualification standards.
- Process arrested persons, which includes examining documents, communicating verbally, and eliciting and recording information.
- Understand and follow orders, policies and procedures.
- Accept direction and function cooperatively as one member of a unit.
- Communicate effectively verbally and in writing, detailing incidents and activities of those involved.
- Prepare written investigative and other reports, including sketches, using appropriate grammar, symbols and mathematical computations.
- Read and comprehend legal and non-legal documents, including the preparation and processing of documents such as summonses, affidavits and warrants.
- Communicate effectively and coherently over telephone, walkie-talkie or radio,

initiating or responding to verbal communications.

- Communicate effectively in court and in other formal settings.
- Communicate effectively with people, including juveniles, by giving information and direction, by eliciting information, and by advising of rights, processes and procedures.
- Communicate effectively with individuals in an agitated or distraught condition.
- Integrate individual activities and goals with the efforts of other members of the law enforcement community for the promotion of common goals and objectives.
- Mediate disputes and confrontations with hostile and potentially violent individuals.
- Gather information by observation of behavior, visual inspection and oral communication; determine what information is significant; assess a situation based on that information; and exercise independent judgment to make decisions concerning choice of action and equipment.
- Perform a variety of tasks, involving different and sometimes contrasting skills in rapid succession during a short period of time.
- Exercise independent judgment in determining when there is reasonable suspicion to detain, when probable cause exists to search and/or arrest, and when force may be used and to what degree.
- Endure verbal, mental and physical abuse, including threats, taunts and insults to self, family and fellow officers.
- Withstand exposure to and deal appropriately with stress involved in dealing with hostile views, opinions and behavior in antagonistic settings; with crime victims, accident victims, disaster victims and their families; with incidents of suicide and domestic violence.

DISQUALIFICATION INFORMATION

- If you were ever convicted of an indictable offense or are presently under an indictable conviction expungement. This also includes anything regarded as a criminal offense in any other jurisdiction, foreign or domestic.
- A conviction for a federal offense.
- A conviction of any offense involving domestic violence.
- A conviction that precludes them from carrying a firearm as defined in N.J.S.A. 2C:39-1. This includes offenses in any other jurisdiction, foreign or domestic.
- A conviction of any offense involving a “controlled dangerous substance.”
- A conviction of any offense involving public office, position or employment (i.e., school board, township committee, etc.).
- A disorderly persons or petty disorderly persons offense conviction involving dishonesty, fraud or lack of good moral character This also includes similar

offenses in any other jurisdictions.

- If you were adjudicated to have committed an act of juvenile delinquency. “Juvenile delinquency” here means the commission of an act which, if committed by an adult, would constitute an indictable offense.
- If you were adjudicated by a court or found by an employer to have violated any person’s civil rights in this State or any other State.
- If you are currently on probation or have ever been on probation at any time within the last 12 months in this State or any other State.
- If you participated in a program of supervisory treatment or pretrial intervention for an indictable offense under N.J.S.A. 2C:43-12 or an out-of state equivalent.
- Does not meet all the requirements for the issuance of an initial or probationary law enforcement license (N.J.S.A. 52:17B-71b).
- Must not currently be listed on the National Decertification Index as being decertified as a law enforcement officer or having the license certification as a law enforcement officer revoked or denied.
- If you have been convicted of driving while intoxicated two times or once within five years in this State or any other State.
- If you have been convicted of reckless driving pursuant to N.J.S.A. 39:4-96 two or more times in this State or similar offenses in any other State.
- If your driving privilege is currently revoked or suspended in New Jersey or in any other State.
- If you were dishonorably discharged from any branch of military service or law enforcement agency.
- If you have ever renounced your United States citizenship.
- Cannot be a member of a street gang or “security threat group”.
- Candidate must not be an active member of a group or organization that advocates for, espouses, or promotes the overthrow of a local, state, or federal government or discrimination or violence against or hatred or bias toward individuals or groups based on race, creed, color, national origin, ancestry, age, sex, marital status, sexual orientation, gender identity or expression, or any other protected characteristic under the "Law Against Discrimination," P.L.1945, c.169 (C.10:5-1 et seq.), or knowingly engage in any activity, conduct, or behavior relating to such group or organization with the intent to support, endorse or advocate for, or which the Candidate knows or should know will have the effect of supporting, furthering, or advocating for, the goals of such group or

organization, where active membership or knowing engagement would undermine public confidence in the ability of the individual law enforcement officer or the employing law enforcement agency to carry out the public safety mission, or where active membership or knowing engagement would cause substantial disruption to proper law enforcement functioning.

- Candidate must not have engaged in conduct or behavior in the Candidate's personal professional life, including, but not limited to, making statements, posting, sharing, or commenting in support of any posting, on social media or otherwise, that demonstrates, espouses, advocates, or supports discrimination or violence against, or hatred or bias toward, individuals or groups based on race, creed, color, national origin, ancestry, age, sex, marital status, sexual orientation, gender identity or expression, or any other protected characteristic under the "Law Against Discrimination," P.L.1945, c.169 (C.10:5-1 et seq.), where the conduct or behavior would undermine public confidence in the ability of the individual law enforcement officer or the employing law enforcement agency to carry out the public safety mission, or where the conduct or behavior would cause substantial disruption to proper law enforcement functioning.
- If you are currently the subject of or had a domestic violence restraining order, extreme risk protection order or temporary extreme risk protection order entered against you.
- If you were ever terminated or asked to resign from a public office, position, or government employment for misconduct involving such public office, position, or employment.
- If you have possessed or used any other illegal drug or drugs other than those prescribed or provided by a physician or purchased over the counter including the use of anabolic steroids within the past ten (10) years.
- If you have ever sold or given an illegal drug to another person in your life.
- If you have ever manufactured an illegal drug at any time in your life.