



RESOLUTION 19-391

Resolution Approving the Police Promotion of Officer Leonard Thomas to Police Sergeant

WHEREAS, Princeton pursuant to N.J.S.A. 40A:14-118 has created and established the Princeton Police Department; and

WHEREAS, Princeton has provided for the Princeton Police Department a line of authority relating to the police function including the ability to promote and appoint officers for said department; and

WHEREAS, Princeton wishes to make a merit-based promotion from within said police department to appoint an officer to the position of Police Sergeant.

NOW THEREFORE BE IT RESOLVED by the Mayor and Council of Princeton as follows:

1. Princeton Police Department Officer Leonard Thomas is hereby promoted to the position of Police Sergeant of the Princeton Police Department effective immediately.

Councilperson	Absent	Present	1 st	2 nd	Yea	Nay	Abstain	Disqualified
Mr. Cohen		X	X		X			
Ms. Crumiller		X		X	X			
Ms. Fraga		X			X			
Ms. Niedergang		X			X			
Mr. Quinn		X			X			
Mr. Williamson		X			X			
Mayor Lempert		X						

I, Delores A. Williams, Municipal Clerk of Princeton, do hereby certify that the above is a true copy of a resolution adopted by the Mayor and Council of Princeton at a meeting held December 16, 2019.

Delores A. Williams, Municipal Clerk

ATTACHMENTS:

- promomem (DOCX)



Municipality of Princeton

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Princeton Police Department
Telephone: (609) 921-2100

Nicholas K. Sutter
Chief of Police

MEMORANDUM

DATE: December 16, 2019

TO: Marc Dashield, Administrator

FROM: Nicholas Sutter, Chief of Police

RE: Police Department Promotions

As per our conversation at the meeting of the Public Safety Committee on November 27, 2019, I am preparing this memorandum to recommend the promotions of Corporal Leonard Thomas to Sergeant and Ptl. Adam Basatemur to Corporal. To reiterate, these vacancies were caused by Sgt. Williams' retirement and will not increase the overall personnel strength of the department nor will they create new supervisory positions. Cpl. Thomas will replace Sergeant Williams' vacancy and Ptl. Basatemur will replace the vacancy caused by Cpl. Thomas' promotion.

It should be noted, the Sergeant's promotional process, described below, was concluded earlier this month. The Corporal promotion is generated from the Corporal Eligibility List that was promulgated November 14, 2018 and will expire November 14, 2020.

The Promotional Process

As you are aware, the police department conducted a promotional process for the position of Sergeant and generated an eligibility list in accordance with the department general order concerning promotional processes. In summary, there were four phases to the process.

Phase I of the process was the supervisory evaluation phase that consisted of 40% of the total score. In this phase, immediate supervisors (Sergeants) were formally convened. Each candidate's letter of intent was formally reviewed and each candidate was thoroughly discussed by the supervisors and evaluated on criteria enumerated in the aforementioned general order. At the end of the discussion, each candidate was ranked. The average scores were calculated and weighted at 40%.

Phase II of the process was a written examination weighted at 25% of the overall score. Each candidate was provided a list of topics that were to be covered in the examination and the overall score was tabulated and weighted at 25%.

Phase III of the process consisted of a formal interview with the entire administrative staff (Lieutenants, Captain and Chief) with standardized questions. At the end of the interviews the candidates were ranked against each other by each member of the interview panel, the average scores were calculated and weighted at 25%.

Finally, each officer's longevity was ranked in accordance with the policy and weighted at 10%. Each officer was finally ranked and placed on an eligibility list, highest score to lowest score, which per policy shall remain active for two years from the date of origination (December 2, 2019).

As a result of these processes, I am making the following recommendation in accordance with the active eligibility lists:

Sergeant
Patrol Officer Adam Basatemur

Corporal
Corporal Leonard Thomas