# NEW JERSEY PROMOTIONAL TEST SCORING
## IMPACT OF DISCIPLINE ON YOUR SCORE

The New Jersey Department of Personnel holds that a public employer may utilize the Rule of Three in the promotion of police officers in New Jersey Civil Service jurisdictions. This rule is designed so as to in theory, enable the employer to select among the top three candidates, the one most suited for the promotion.

When the officer takes the promotional examination, he or she is graded on the raw test score, seniority and specialized education and training. The final grade is then formulated after a comparison with the aggregate scores of the competitors.

**One specific areas of concern to police promotional candidates is the deductions in their aggregate scores, caused by a suspension.** The promotional aggregate score is formulated as follows:

1. Seniority + Raw Score + Training = Aggregate or Final Score

**An applicant's score is reduced by a suspension.** Specifically, the total amount of time the employee spent on suspension will be subtracted from the employee's seniority component of the test. An employee having a total of 10 years of service, whom has a suspension of six months will then have his seniority reduced to 9 ½ years. **A suspension will be deducted from an employee's seniority regardless of when the suspension occurred.**

The next area of concern is the reduction to the employee's raw score component on the promotional examination. **An employee sustaining a suspension within 3 years from the promotional announcement's closing date will have his raw score reduced by .0025%.**

**A suspension that occurred more than 3 years prior to the closing date of the promotional announcement and occurred less than 5 years from the promotional announcement will reduce the employee raw score by .00125%.**

**A suspension that occurred more than 5 years prior to the promotional announcement's closing date will result in a simple reduction in the employee's seniority without a percentage reduction in the raw score.**

## EXAMPLES

## Break Down of Potential Point Reduction in the Understated Formulas Listed Numerically

**1**. An employee has 10 years of police service with a 6 month suspension and scores a 90 on the promotional examination. The above suspension occurred 2 years prior to the closing announcement of the promotional examination.

**Formula = Seniority + Raw Score + Training = Total Score**

**The above seniority is reduced by 6 months and the raw score of 90 is then reduced by .0025%.** The effected employee is still enabled to utilize the training/experience component to augment the overall score.

**2**. An employee that has 10 years of service with a 6 month reduction in his seniority due to a suspension that occurred 4 years earlier, but less than five years from the promotional examination will have his raw score reduced by .00125% and his seniority component reduced by the 6 month suspension that was served. Thus, the employee in sample 2 obtains a raw score of 90, that raw score will be reduced by the applicable .00125%grading reduction. This the promotional score will reflect:

1. Raw Score of 90 reduced by .00125%
2. Seniority reduced by the actual suspension of six months
3. The employee retains the ability to augment his overall score with the training and experience.

**3**. An employee with a suspension that occurred more than 5 years prior to the promotional test's closing date will have the seniority component of his score reduced by the subtraction of the suspension from his overall time or seniority. Thus, the above employee has a raw score of 90. that raw score is unimpeded by a percentile reduction. The example in three is of an employee with a ten year work record at the promotional test's closing date.

1. Raw Score = 90 + Training + Seniority (Less than 6 month suspension)

The following scale will detail the mathematical layout of point deduction from suspension, in police promotions. (Note: Police Promotional scores remain aggregate of three components, Raw Score + Seniority + Experience = Overall Total Score. Scale is as follows:

1. Supspension that occurred within 3 years of promotions closing date:

**Raw Score - .0025% + Seniority – Suspension Time + Training = Total Score**

2. A suspension tht has occurred more than 3 years prior to the test's closing date but less than 5 years from the closing date shall result in a .00125% reduction in the raw score.

**Raw Score - .00125% + Seniority – Suspension Time + Training = Total Score**

3. A Suspension that occurred more than 5 years after the promotional closing date will result in a reduction of the employee's seniority component only.

**Raw Score (Unimpeded by percentile reduction) + Seniority – Suspension Time + Training = Total Score.**

(Note: Second or subsequent suspensions to a promotional candidate service record shall result in the same reduction by percentile in the raw score component and applicable reductions from the employee's seniority component, commensurate with the actual suspension time.)