ROCHELLE PARK POLICE DEPARTMENT RECRUITMENT PLAN

GOALS and OBJECTIVES:

The goal of the Rochelle Park Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Rochelle Park Police Department. The objective is to achieve an overall racial and gender composition of the department in comparison to the service population of the Township through the departments recruiting activities. This agency will make a good faith effort to meet specific goals for recruiting a diverse workforce, in terms of people of color and gender diversity. The goals and objectives will be accomplished through various recruitment activities listed in the Recruitment Activities section of this plan.

GENERAL:

The Rochelle Park Police Department is subject to the provisions of New Jersey Statutes Annotated 40A:14-118, et seq. and municipal ordinance in all facets of the recruitment and the selection process. The Chief of Police is responsible for the Recruitment Plan.

The Township of Rochelle Park is an equal opportunity employer in all facets of the personnel process.

CURRENT DEMOGRAPHICS:

The demographics composition of the service area and agency are represented in the following table:

Rochelle Park						
Data is based on the 2023 Census Count	**POPULATION**		**CURRENT SWORN OFFICERS TOTAL**		**CURRENT SWORN OFFICERS FEMALE**	
RACE / ETHNICITY	**#**	**%**	**#**	**%**	**#**	**%**
WHITE		70.3%	21	91.3%	0	0%
BLACK or AFRICAN AMERICAN		4.6%	1	4.3%	0	0%
HISPANIC - ANY RACE		24.7%	5	21.7%	0	0%
AMERICAN INDIAN OR ALASKA NATIVE		.2%	0	0%	0	0%
ASIAN		8.7%	1	4.3%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER		0.0%	0	0%	0	0%
SOME OTHER RACE ALONE		<1%	0	0%	0	0%
POPULATION OF TWO OR MORE RACES		8.1%	0	0%	0	0%
TOTAL	5,833	100%	23	100%	0	0%

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RECRUITMENT ACTIVITIES:

Activity #1: Identify and maintain contact with local minority organizations and social support groups including, but not limited to educational, religious, ethnic, racial, and gender-based organizations.

Activities include, but are not limited to:

- Provide recruitment brochures and materials to educational, religious, ethnic, racial, and gender-based organizations.

- Attend career fairs in the Rochelle Park School District and National Night Out

- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.

- Make maximum use of the Rochelle Park Township website, social media, and Police Information Sharing Sites to attract qualified candidates to the agency.

Activity #2: When applicable, contact police academies and post vacancy announcements for current Alternate Route candidates.

Activity#3: Advertise in local media markets for candidates meeting the department eligibility requirements. Utilize PoliceApp.com to attract a larger candidate pool.

ANNUAL REVIEW, EVALUATION AND REPORTING

- The Chief of Police, or designee, shall conduct an annual review of the Recruitment Plan and shall include, but not limited to, performing an annual agency demographic review, determining whether any substantial disparities have been reduced, and if need be, revising the Recruitment Plan accordingly if the goals and objectives are not met.

- N.J.S.A. 52:17B-4.10 et seq requires that each law enforcement agency must report certain law enforcement applicant data annually by January 31st for the preceding year. The data required to be reported is listed in the New Jersey Attorney General Guideline "Promoting Diversity in Law Enforcement Recruiting and Hiring" in Paragraph III.

    https://www.nj.gov/oag/dcj/agguide/directives/ag-Guidelines-Diversity-in-LE-Recruiting-and-Hiring.pdf

- The reporting form can be found at:

    https://www.nj.gov/oag/dcj/agguide/directives/Appendix-A.xlsx