

PARAMUS POLICE DEPARTMENT RECRUITMENT PLAN

GOALS & OBJECTIVES:

The goal of the Paramus Police Department Recruitment Plan is to attract qualified persons to pursue a career with the Paramus Police Department. The objective is to achieve an overall racial and gender composition of sworn law enforcement personnel which compares to the overall racial and gender composition of the population of the Borough of Paramus. The goals and objectives shall be accomplished through the various recruitment activities specified herein.

GENERAL:

The Paramus Police Department shall be subject to all applicable provisions of the **New Jersey Statutes Annotated (NJSA) 40A:14-118, et seq.** and the municipal ordinances of the Borough of Paramus in all facets of the recruitment and the selection process. The Chief of Police shall be responsible for the Recruitment Plan.

The Borough of Paramus is an equal opportunity employer in all facets of the personnel process.

CURRENT DEMOGRAPHICS REPORT:

The present demographic composition of the population of the Borough of Paramus and sworn law enforcement personnel of the Paramus Police Department are represented in the following report:

BOROUGH OF PARAMUS DEMOGRAPHICS CHART						
RACE / ETHNICITY	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
	#	%	#	%	#	%
WHITE	20,142	70%	84	86%	2	2%
AFRICAN AMERICAN	298	1%	2	2%	0	0%
HISPANIC - ANY RACE*	1,871	6%	8	8%	1	1%
OTHER	6,528	23%	4	4%	0	0%
TOTAL	28,342	100%	98	100%	3	3%

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.

These activities may include, but not be limited to, the following:

- Providing recruitment brochures and materials to educational, religious, ethnic, racial, and gender-based organizations.
- Attending career fairs in the local and Bergen County school districts.
- Drafting, printing and distributing informational brochures, pamphlets, posters and/or other materials which may attract qualified persons to the agency.
- Making maximum use of the Borough of Paramus's website to attract qualified candidates to the agency.

Activity #2:

When applicable, contact police training academies and post vacancy announcements for current Alternate Route candidates or waiver-eligible Class II Special Police Officers.

Activity #3:

Advertise on Policeapp.com, the Paramus Police Department's *Facebook* page and other social media platforms, as well as any other appropriate media market, for persons meeting eligibility requirements.

REVIEW & EVALUATION:

The Chief of Police shall conduct an annual review of the Recruitment Plan. As a result of this annual review, if necessary, the Recruitment Plan shall be revised, if the goals and objectives cannot be achieved.