

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 (NJS) 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:

PARAMUS						
Data is based on the 2020 Census Count	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
RACE / ETHNICITY	#	%	#	%	#	%
WHITE	15,556	58%	87	87%	3	3%
BLACK or AFRICAN AMERICAN	459	2%	2	2%	0	0%
HISPANIC - ANY RACE	2,810	11%	8	8%	2	2%
AMERICAN INDIAN OR ALASKA NATIVE	3	<1%	0	0%	0	0%
ASIAN	6,966	26%	3	3%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	0	0%	0	0%	0	0%
SOME OTHER RACE ALONE	135	<1%	0	0%	0	0%
POPULATION OF TWO OR MORE RACES	769	3%	0	0%	0	0%
TOTAL	26,698	100%	100	100%	5	5%

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.

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.

[Promoting Diversity in Law Enforcement Recruiting and Hiring](#)

- The reporting form can be found at:

[Appendix A](#)