

NORTH BERGEN POLICE DEPARTMENT RECRUITMENT PLAN

GOALS and OBJECTIVES:

The goal of the North Bergen Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the North Bergen 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 department’s 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:

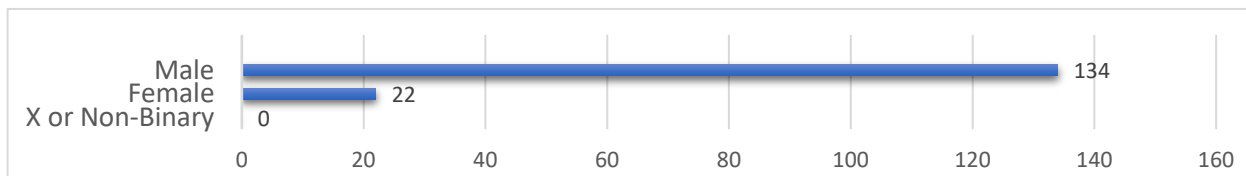
The North Bergen Police Department is a New Jersey Civil Service Commission jurisdiction subject to NJSA 11A:1-1 et seq. and NJAC 4A:1-1 et seq. in all employment decisions. The goal of the North Bergen Police Department is to recruit and select the best candidates available in order to create a lower rate of personnel turnover, fewer disciplinary problems, higher morale, stronger community relations and more efficient and effective services. The North Bergen Police Department recruits from a candidate pool open to all township residents, which allows us to maintain a personnel composition that reflects our townships demographics.

The Township of North Bergen 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:

TOWNSHIP OF NORTH BERGEN DEMOGRAPHICS CHART				
<i>*Data is based on the 2020 Census Count</i>	POPULATION		CURRENT SWORN OFFICERS (2024)	
RACE / ETHNICITY	#	%	#	%
WHITE	17,727	28%	43	28%
BLACK or AFRICAN AMERICAN	2,041	3%	1	1%
HISPANIC – ANY RACE	44,900	71%	107	69%
AMERICAN INDIAN OR ALASKA NATIVE	1,053	2%	0	0%
ASIAN	4,391	7%	1	1%
NATIVE HAWAIIAN or PACIFIC ISLANDER	46	0%	0	0%
TWO or MORE RACES	15,583	25%	1	1%
OTHER	22,520	36%	3	2%
TOTAL	63,361		156	



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 City and Hudson County.
- Contact the local Board of Education to seek permission to address high school students to interest them in a career with the agency following completion of their formal education.
- Participate in Career Days at local schools and community colleges.
- Print and distribute information that may attract qualified candidates to the agency. This includes making maximum use of the North Bergen Website to attract qualified candidates to the agency.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Utilize various social media sites to promote the New Jersey Civil Service Examination for Police Officer.

Activity #2: Personnel assigned to recruitment activities at career day and similar events and programs will be provided with information so that they are knowledgeable in those matters as they pertain to agency management and operation. Those topics include, but are not limited to:

- Career opportunities
- Salaries, benefits, and training
- State hiring guidelines
- Community information
- Cultural diversity
- Qualification and selection process
- Physical and academic requirements

Activity #3: Recruit and hire candidates as SLEO Class II from within our township to provide an opportunity to candidates that have not tested through civil service.

- Use Special Legislation N.J.S.A. 11A:4-1.3 and North Bergen Township Ordinance #532-22, to hire candidates eligible under these terms.

Activity #4: When appropriate and approved by the Township's Appointing Authority, contact the State of New Jersey Civil Service Commission and obtain the "Rice List" of eligible officers who were laid off from other jurisdictions.

- Activities may include, but are not limited to conducting interviews with eligible laid off officers in an effort to employ such officers as to meet the agency's recruiting goals.

Activity #5: When appropriate and approved by the Township’s appointing authority, participate in the State of New Jersey Civil Service Commission Intergovernmental Transfer Program. Activities include, but are not limited to:

- Post future openings for sworn positions with the State of New Jersey Intergovernmental Transfer Program website

REVIEW & EVALUATION

- 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>