



# Northvale Police Department

*Serving Northvale/Rockleigh*

Howard Ostrow, *Chief of Police*

Northvale Police Department Recruitment Plan:

**GOALS and OBJECTIVES:** The goal of the Northvale Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Northvale Police Department. The objective is to achieve an overall racial and gender composition of the department in comparison to the service population of the Borough 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.

## ***NNORTHVALE POLICE DEPARTMENT RECRUITMENT PLAN***

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### **GENERAL:**

The Northvale 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.

Borough of Northvale 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:

### **Demographics Report**

<b>NORTHVALE</b>						
Data is based on the 2022 Census Data	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
RACE / ETHNICITY	#	%	#	%	#	%
WHITE	2432	51%	15	89%	0	0%
BLACK or AFRICAN AMERICAN	48	1%	0	0%	0	0%
HISPANIC - ANY RACE	525	11%	2	11%	0	0%
AMERICAN INDIAN OR ALASKA NATIVE	0	0%	0	0%	0	0%
ASIAN	1717	36%	0	0%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	0	0%	0	0%	0	0%
SOME OTHER RACE ALONE	0	0%	0	0%	0	0%
POPULATION OF TWO OR MORE RACES	47	>1%	0	0%	0	0%
<b>TOTAL</b>	<b>4769</b>	<b>100%</b>	<b>17</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

## ***NORTHVALE POLICE DEPARTMENT RECRUITMENT PLAN***

### **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 Bergen County School District.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of the Borough of Northvale website to attract qualified candidates to the agency.

**Activity #2:** When applicable contact police academies and post vacancy announcements for current Alternate Route candidates or Special Police Officer Class II waiver eligible candidates.

**Activity#3:** Advertise on the Northvale Police Department web page and other social media platforms, as well as any other appropriate media market for candidates meeting the department 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 31<sup>st</sup> 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>