

FAIRVIEW POLICE DEPARTMENT RECRUITMENT PLAN

GOALS and OBJECTIVES:

The goal of the Fairview Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Fairview 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. The goals and objectives will be accomplished through various recruitment activities listed in the Recruitment Activities section of this plan.

GENERAL:

The Borough of Fairview has a residency preference in all hiring matters consistent with Borough Ordinance 2-32.4b.

The Borough of Fairview 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

	Service Population		Current Sworn Officers		Current Sworn Officers Female	
	#	%	#	%	#	%
Caucasian	9,186	66.4%	25	75.76%	2	6.06%
African-American	407	.66%	0	0%	0	0%
Hispanic ¹ (any race)	7,558	54.63%	5	15.15%	1	3.03%
Other	4,242	32.94%	0	0%	0	0%
Total	13,835	100%	30	90.91%	3	9.09%

¹ Not included in total population or % number.

FAIRVIEW 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 Borough and Bergen County.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of the Borough of Fairview website to attract qualified candidates to the agency.

Activity #2: When applicable, make maximum use of 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.

Activity #3: When applicable, 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 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.

REVIEW & EVALUATION

- The Chief of Police or designee shall conduct an annual review of the Recruitment Plan.
- As a result of the annual review, if necessary, the Recruitment Plan shall be revised if the goals and objectives are not achieved.