

WEST NEW YORK POLICE DEPARTMENT RECRUITMENT PLAN

GOALS and OBJECTIVES:

The goal of the West New York Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the West New York Police Department. The objective is to achieve an overall racial and gender composition of the department in comparison to the service population of the Town 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 Town of West New York has a residency preference in all hiring matters. Applicants must be a bona fide resident of West New York at the time of the closing date of the New Jersey Civil Service Commission Law Enforcement Officer Test.

The Deputy Chief of Police or designee is responsible for the Recruitment Plan.

The Town of West New York is an equal opportunity employer in all facets of the personnel process.

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CURRENT DEMOGRAPHICS:

The demographics composition of the service area and agency are represented in the following table:

WEST NEW YORK						
Data is based on the 2020 Census Count	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
RACE / ETHNICITY	#	%	#	%	#	%
WHITE	6,649	13%	17	14%	1	1%
BLACK or AFRICAN AMERICAN	1,234	2%	2	2%	0	0%
HISPANIC - ANY RACE	40,114	76%	106	85%	10	8%
AMERICAN INDIAN OR ALASKA NATIVE	51	<1%	0	0%	0	0%
ASIAN	3,745	7%	0	0%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	8	<1%	0	0%	0	0%
SOME OTHER RACE ALONE	447	1%	0	0%	0	0%
POPULATION OF TWO OR MORE RACES	664	1%	0	0%	0	0%
TOTAL	52,912	100%	125	100%	11	9%

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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 Town and Hudson County.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of the West New York website to attract qualified candidates to the agency.

Activity #2: 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 to employ such officers as to meet the agency’s recruiting goals.

Activity #3: 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.

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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.

<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>