



HASBROUCK HEIGHTS POLICE DEPARTMENT
248 HAMILTON AVENUE
HASBROUCK HEIGHTS, NEW JERSEY 07604



Joseph Rinke
Chief of Police

Headquarters 201-288-1000
Fax 201-288-4006

Hasbrouck Heights Borough Police Department Recruitment Plan

GOALS and OBJECTIVES:

The goal of the Hasbrouck Heights Borough Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Hasbrouck Heights Borough Police Department. The objective is to achieve an overall racial and gender composition of 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 Hasbrouck Heights Borough Police Department is subject to the provisions of the New Jersey Statutes Annotated 40A:14-188, et seq. and municipal ordinance in all facets of the recruitment and selection process. The Hasbrouck Heights Borough Police Department recruits from a candidate pool open to all residents of New Jersey. The Chief of Police is responsible for the Recruitment Plan.

Hasbrouck Heights Borough is an equal opportunity employer in all facets of personnel process.

Hasbrouck Heights Borough Police Department Recruitment Plan

CURRENT DEMOGRAPHICS:

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

<i>BOROUGH OF HASBROUCK HEIGHTS</i>						
<i>Data is Based on the 2020 Census Count</i>	<i>Service Population</i>		<i>Current Sworn Officers - Male</i>		<i>Current Sworn Officers - Female</i>	
<i>Race/Ethnicity</i>	<i>#</i>	<i>%</i>	<i>#</i>	<i>%</i>	<i>#</i>	<i>%</i>
White	7466	61%	28	100%	0	0%
Black or African American	333	<3%	0	0%	0	0%
Hispanic Any Race	2551	21%	0	0%	0	0%
American Indian or Alaska Native	7	<1%	0	0%	0	0%
Asian	1421	11%	0	0%	0	0%
Native Hawaiian or Pacific Islander	1	<1%	0	0%	0	0%
Some Other Race Alone	73	<1%	0	0%	0	0%
Population of Two or More Races	273	2%	0	0%	0	0%
Total	12125	100%	28	100%	0	0%

RECRUITMENT ACTIVITIES:

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;
2. Provide recruitment brochures and materials to educational, religious, ethnic, racial, and gender-based organizations.
3. Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
4. Utilize Internet advertisements or websites specifically directed at job postings, including but not limited to the Borough of Hasbrouck Heights website and the Hasbrouck Heights Police Department website.
5. Post notice of hiring in local newspaper advertisements, bulletin boards, churches, civic groups or any other methods to garner public attentions to the available positions.
6. Contact the New Jersey Police Training Academies who run Alternate Route programs.
7. 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.

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-3.10 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>