

BLOOMINGDALE POLICE DEPARTMENT RECRUITMENT PLAN

GOALS and OBJECTIVES:

The goal of the Bloomingdale Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Bloomingdale 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.

GENERAL:

The Bloomingdale 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 selection process. The Chief of Police is responsible for the Recruitment Plan.

The Borough of Bloomingdale 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:

BLOOMINGDALE BOROUGH						
Data is based on the 2020 Census Count	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN FEMALE OFFICERS	
RACE / ETHNICITY	#	%	#	%	#	%
WHITE	5,914	76%	16	89%	1	6%
BLACK or AFRICAN AMERICAN	114	1%	0	0%	0	0%
HISPANIC - ANY RACE	1,186	15%	1	6%	0	0%
AMERICAN INDIAN OR ALASKA NATIVE	9	<1%	0	0%	0	0%
ASIAN	273	4%	0	0%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	0	0%	1	6%	0	0%
SOME OTHER RACE ALONE	45	<1%	0	0%	0	0%
POPULATION OF TWO OR MORE RACES	236	3%	0	0%	0	0%
TOTAL	7,777	100%	18	100%	1	6%

BLOOMINGDALE 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 Passaic County School District.
- Attend local Colleges and Universities to enhance our recruitment process. We will attend career fairs at Montclair State University, Passaic County Community College and William Paterson University. We will also mail our Job Announcement to all Colleges and Universities for them to post in their career development area as well as their Criminal Justice Buildings.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of the Bloomingdale municipal website to attract qualified candidates to the agency.
- Set up a career/recruitment table at Bloomingdale Pride Day and Drug Alliance Events.
- The following information should prove useful when participating in recruitment activities:
 - Recruitment/informational brochures
 - Agency organizational chart
 - Current contractual agreements
 - Training catalogs
 - Demographic data
 - General Employment Applications

BLOOMINGDALE POLICE DEPARTMENT RECRUITMENT PLAN

Activity #2:

Solicit interested candidates from the local police academies who are enrolled or graduates of the Alternate Route or Class II Special Officer Training program. We will solicit the Passaic, Morris, Bergen and Essex County Police Academies for new hires

Activity #3:

Advertise on Policeapp.com, the Bloomingdale Police Department's *Facebook* page and other social media platforms, as well as any other appropriate media market, for persons meeting eligibility requirements.

Activity #4:

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.

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>

BLOOMINGDALE POLICE DEPARTMENT RECRUITMENT PLAN

Daniel Greenwood
Chief of Police



Main 973-838-0158
FAX 973-838-5762
O.R.I. NJ0160100

Bloomingtondale Borough Police Department

101 Hamburg Turnpike
Bloomingtondale, New Jersey 07403
Email: dgreenwood@bloomingtondalepolice.com



Municipality: Borough of Bloomingtondale

Vicinage: Passaic

Position Title: Full-Time Police Officer

Posting Date:

Deadline Date for Application return:

Salary: Competitive Salary Range from Academy Rate of \$45,046-\$136,704. Comprehensive benefits package including medical, dental and prescription plans.

The Borough of Bloomingtondale Police Department is seeking motivated individuals who are interested in a career in law enforcement.

Minimum Qualifications/Requirements:

Must be a resident of New Jersey and a citizen of the United States. Must be at least 18 years of age. Shall have graduated from high school or possess a General Equivalency Degree. Ability to perform all tasks and duties of a Police Officer. Possess a valid New Jersey driver's license. No indictable criminal history conviction. Must be of good moral character.

Testing Process:

Written Examination administered by the New Jersey State Association of Chiefs of Police

Physical Fitness Assessment

Oral Interviews

Psychological Evaluation

Background Investigation

Medical Examination

Academy Training

How to Apply

Please note the application fee is \$75.00 (Non-Refundable-Check or Money Order) made payable to the Borough of Bloomingtondale.

Applicants can pick up applications at the Bloomingtondale Police Department, 101 Hamburg Turnpike, Bloomingtondale, NJ 07403 on following dates: *The Borough of Bloomingtondale is an Equal Opportunity Employer*