

# ***PALISADES INTERSTATE PARKWAY POLICE DEPARTMENT RECRUITMENT PLAN***

## **GOALS and OBJECTIVES:**

The goal of the Palisades Interstate Parkway Police Department is to attract qualified individuals to pursue a career with the Palisades Interstate Parkway Police Department. The objective is to achieve an overall racial and gender composition of the department in comparison to the service area of the agency through the departments recruiting activities. This agency will maintain efforts to meet all goals for recruiting and selecting 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:**

Palisades Interstate Parkway Police Department is a New Jersey Civil Service Commission jurisdiction and must adhere to New Jersey State Statutes and Administrative Code in its recruitment and selection process. The Chief of Police is responsible for the Recruitment Plan.

Palisades Interstate Parkway Commission is an equal opportunity employer in all facets of the personnel process.

## **CURRENT DEMOGRAPHICS:**

The Palisades Interstate Parkway Police Department is responsible for law enforcement duties on the Parkway which extends through the Boroughs of Fort Lee, Englewood Cliffs and Alpine, New Jersey. Additionally, the department is responsible for Palisades Interstate Parkway parks in the Borough of Edgewater and Tenafly. The agency has received authorization from the New Jersey Civil Service Commission to recruit qualified candidates from a pool of candidates possessing the Civil Service title of Palisades Interstate Parkway Police Department Security Officer. The Security Officer must have successfully passed their four month-month working test period and pass the State law Enforcement Exam to obtain a permanent appointment. The demographics composition of the service area and agency are represented in the following table:

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**DEMOGRAPHICS CHART**

<b>PALISADES INTERSTATE PARKWAY</b>						
<b>Data is based on the 2020 Census Count</b>	<b>POPULATION</b>		<b>CURRENT SWORN OFFICERS TOTAL</b>		<b>CURRENT SWORN OFFICERS FEMALE</b>	
<b>RACE / ETHNICITY</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>WHITE</b>	<b>33,291</b>	<b>43%</b>	<b>22</b>	<b>73%</b>	<b>2</b>	<b>7%</b>
<b>BLACK or AFRICAN AMERICAN</b>	<b>2,365</b>	<b>3%</b>	<b>2</b>	<b>7%</b>	<b>0</b>	<b>0%</b>
<b>HISPANIC - ANY RACE</b>	<b>8,934</b>	<b>12%</b>	<b>6</b>	<b>20%</b>	<b>1</b>	<b>3%</b>
<b>AMERICAN INDIAN OR ALASKA NATIVE</b>	<b>42</b>	<b>&lt;1%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>ASIAN</b>	<b>29,858</b>	<b>39%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>NATIVE HAWAIIAN OR PACIFIC ISLANDER</b>	<b>22</b>	<b>&lt;1%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>SOME OTHER RACE ALONE</b>	<b>436</b>	<b>1%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>POPULATION OF TWO OR MORE RACES</b>	<b>2,092</b>	<b>3%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>TOTAL</b>	<b>77,040</b>	<b>100%</b>	<b>30</b>	<b>100%</b>	<b>3</b>	<b>10%</b>

Service Population Represents Fort Lee, Englewood Cliffs, Alpine, Edgewater and Tenafly

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### **RECRUITMENT ACTIVITIES:**

#### **Activity #1:**

- 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 Palisades Interstate Parkway Police Department website to attract qualified candidates to the agency.

**Activity #2:** Contact police academies and post vacancy announcements for current Alternate Route candidates, or waiver eligible Class II Special Police Officers, for the position of Security Officer that may lead to permanent employment to the position of police officer.

**Activity#3:** Advertise in local media markets for candidates meeting the department eligibility requirements for Security Officer.

### **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>