



Borough of Roselle Park

POLICE DEPARTMENT
IN THE COUNTY OF UNION
110 EAST WESTFIELD AVENUE
ROSELLE PARK, NEW JERSEY 07204
(908) 245-2300

DOMINICK FRINO
CHIEF OF POLICE

RECRUITMENT PLAN

GOAL & OBJECTIVE:

The goal of the Roselle Park Police Department Recruitment Plan is to attract and recruit the best qualified individuals to pursue a career with the Roselle Park Police Department.

The objective of the Roselle Park Police Department Recruitment Plan is to achieve an overall racial and gender composition of the Department which compares to the service population of the Borough of Roselle Park.

This agency will make a good faith effort to accomplish this goal and objective through various recruitment activities specified within this plan.

GENERAL:

The Roselle Park Police Department is subject to the provisions of New Jersey Statutes Annotated 40A:14-118, et seq. and municipal ordinances of the Borough of Roselle Park in all facets of the recruitment and selection process.

The Chief of Police shall be responsible for the recruitment plan.

The Borough of Roselle Park is an equal opportunity employer in all facets of the personnel process.

CURRENT DEMOGRAPHICS:

The following is the current demographic composition of the population of the Borough of Roselle Park and the sworn law enforcement personnel of the Roselle Park Police Department.

The current population demographics are based on information obtained from statistics available on the U.S. Census Bureau's website, www.census.gov/quickfacts/roselleparkboroughnewjersey

Population demographic statistics are estimates as of July 1, 2023.

Estimates based on U.S. Census Bureau Data	Service Population		Current Sworn Officers		Current Sworn Officers Female		Current Sworn Officers Male	
	#	%	#	%	#	%	#	%
White	6,841	49.00%	32	94.00%	1	3.00%	31	91.00%
Black or African American	1,510	10.80%	2	6.00%	1	3.00%	1	3.00%
American Indian or Alaska Native	6	<1%	0	0.00%	0	0.00%	0	0.00%
Asian	1,670	12.00%	0	0.00%	0	0.00%	0	0.00%
Some Other Race	2,146	15.40%	0	0.00%	0	0.00%	0	0.00%
Two or More Races	1,791	12.80%	0	0.00%	0	0.00%	0	0.00%
Hispanic*	4,562	32.70%	6	17.60%	1	3.00%	5	14.70%
Total	13,964	100.00%	34	100.00%	2	6.00%	32	94.00%

* Not included in total (ethnicity and not race).

Based on the above demographic data, this agency seeks to attract the following race, ethnicity, and/or gender categories to its ranks:

- Black or African American
- Asian
- Hispanic
- Female

Recruitment Activities:

Activity #1:

Recognizing that the internet/social media is one of the most effective means of communication in today’s society, the Roselle Park Police Department shall use the following platforms to announce when it is hiring and accept applications for employment:

- Utilize PoliceApp.com for hiring announcements and to accept all applications which will simplify the hiring process for both the agency and the applicants
- Maximize use of the Borough of Roselle Park website for hiring announcements which will direct applicants to apply on PoliceApp.com
- Maximize use of social media platforms such as Facebook and Instagram for hiring announcements and to promote our agency and our officers who represent these demographics

Activity #2:

The Roselle Park Police Department shall 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.

These activities may include, but not be limited to, the following:

- Attend Career Days at local schools, community colleges, and universities
- Distribute informational brochures, pamphlets, posters and/or other recruitment materials which may attract qualified applicants to our agency
- Attend community sponsored events to recruit qualified applicants
- Host a Youth Academy to expose students to careers in Law Enforcement and specifically with the Roselle Park Police Department

The Roselle Park Police Department C.O.P (Community Oriented Policing) Unit will be the primary agency entity representing our agency at any such event.

Activity #3:

The Roselle Park Police Department shall contact the various New Jersey law enforcement training academies to advertise when it is hiring. This is to attract currently certified police officers and Alternate Route Training Program attendees or recent graduates of the Alternate Route Training Program.

REVIEW & EVALUATION:

The Chief of Police, or designee, shall conduct an annual review of the Recruitment Plan. The review shall include, but not be 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 goal and objective are not met.