

FAIR LAWN POLICE DEPARTMENT 2023 ANNUAL REVIEW OF THE RECRUITMENT PLAN

The Fair Lawn 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.

Fair Lawn has a residency preference in all hiring matters. Applicants must be a bona fide resident of Fair Lawn at the time of the closing date of the New Jersey Department of Personnel Law Enforcement Test. Once Fair Lawn residents have been exhausted from the Civil Service Certification List, Bergen County residents are then provided with preference. If the Bergen County list is exhausted, applications will be open to residents of the State of New Jersey.

The Recruitment Plan has been in effect since November 2010, Based on the demographic data, the Fair Lawn Police Department seeks to attract the following to its ranks:

- African American
- Asian
- Hispanic
- Other races
- Female

Currently the plan contains three objectives to attain our goal to attract qualified individuals to pursue a career with the Fair Lawn Police Department that achieves an overall racial, ethnic and gender composition in comparison to the available workforce in the service area of the department.

Objective #1: 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.

We did not appoint any officers from the "Rice List" in 2023.

Objective #2: Make maximum use of the State of New Jersey Civil Service Commission Intergovernmental Transfer Program and the provisions of N.J.S.A 40A:14-180 which allow the appointment of an individual who has completed a satisfactory probationary period as a law enforcement officer in a county or municipality which has not adopted Title 11A, Civil Service. When utilizing these avenues to recruit and appoint officers the normal competitive testing selection and recruitment process may be bypassed.

Activities include, but are not limited to:

- Post future openings for sworn positions with the State of New Jersey Intergovernmental Transfer Program website.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.

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- Make maximum use of the Fair Lawn Police Website to attract qualified candidates to the agency.

This objective was accomplished in 2023. The Intergovernmental Transfer Program was utilized to appoint a Hispanic officer from the Wallington Police Department. N.J.S.A 40A:14-180 was utilized to appoint a female officer who was an Alternate Route recruit in the Bergen County Police Academy.

Objective #3: 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.
- Contact the local Board of Education to seek permission to address high school students to interest them in a career with the agency following completion of their formal education.
- Attend Career Days at local schools and community colleges.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of the Fair Lawn Police Website to attract qualified candidates to the agency.

This objective was accomplished in 2023. Although the department has hired officers from the Intergovernmental Transfer Program & by utilizing the provisions of N.J.S.A 40A:14-180, the agency continues its recruitment effort by attending the following events:

- Radburn Street Fair
- River Road Street Fair
- Middle School Career Day
- National Night Out Against Crime
- Coffee with a Cop

At these events, informational Brochures and giveaways were handed out. At least three officers attended these events to answer questions. Our recruiting plan will also be posted on the Department's website.

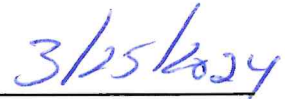
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PLAN REVISION:

- As a result of the annual review, the Recruitment Plan does not need any revisions at this time. Following a future recruitment and/or selection process, the plan will be reviewed once again for its ability to achieve department goals.



Interim Chief of Police Glen Cauwels



Date