

**PATERSON POLICE DEPARTMENT  
RECRUITMENT PLAN**

**GOALS and OBJECTIVES:**

The goal of the Paterson Police Recruitment Plan is to attract qualified individuals to pursue a career with the Paterson Police Department. The objective is to achieve an overall racial and gender composition of the department in comparison to the service population of the City through 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 Paterson 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.

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

The Recruitment Plan is prepared realizing the current economic conditions in New Jersey where there are officers that have been laid off due to budgetary constraints. Those officers may be the first recalled for employment pursuant to New Jersey State Statutes and Administrative Code. Furthermore, laid off officers from Paterson and other jurisdictions listed on the “Rice list”, may be considered for employment pursuant to New Jersey State Statutes and Administrative Code and the normal competitive testing selection and recruitment process is bypassed.

The City of Paterson is an equal opportunity employer in all facets of the personnel process.

The Officer In Charge of Police is responsible for the administration of the Recruitment Plan.

**CURRENT DEMOGRAPHICS:**

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

	Service Population		Current Sworn Officers		Current Sworn Officers Female	
	#	%	#	%	#	%
White	22,529	14.1%	306	74.6%	42	10.2%
Black or African American	39,838	24.9%	67	16.3%	18	4.4%
Other (Including Two or More Races)	89,136	55.8%	27	6.6%	3	0.7%
Asian	8,149	5.1%	9	2.2%	1	0.2%
Native Hawaiian or Other Pacific Islander	80	0.1%	1	0.2%	0	0.0%
Hispanic/Latino*	98,863	61.9%	226	55.1%	44	10.7%
<b>Total</b>	<b>159,732</b>	<b>100.0%</b>	<b>410</b>	<b>100.0%</b>	<b>64</b>	<b>15.6%</b>

<sup>1</sup> Not included in total population or % number.

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## **RECRUITMENT ACTIVITIES:**

**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 Paterson and 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.

**Objective #2:** Make maximum use of the State of New Jersey Civil Service Commission Intergovernmental Transfer Program.

Activities include, but are not limited to:

- Post future openings for sworn positions with the State of New Jersey Intergovernmental Transfer Program website.

**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:

- 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.
- Make maximum use of the Paterson Website to attract qualified candidates to the agency.

## **REVIEW & EVALUATION:**

- The Officer In Charge of Police shall conduct an annual review of the Recruitment Plan.
- As a result of the annual review, if necessary, the Recruitment Plan shall be revised if the goals and objectives are not achieved.