

ROSELLE POLICE DEPARTMENT

210 Chestnut Street, Roselle, New Jersey 07203

908-245-2000



Diversity in Law Enforcement Recruiting and Hiring Program

I. GOAL

The goal of the Roselle Police Department “Diversity in Law Enforcement Recruiting and Hiring Program” is to attract qualified individuals that are representative of the population of the Borough of Roselle through various recruitment activities.

II. GENERAL

The Roselle 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 Roselle Police Department also utilizes alternate hiring practices, i.e., intergovernmental transfers and gap waivers. These are individuals who have previously obtained their Police Training Commission Certification for Police Officers or Correctional Police Officers.

III. OBJECTIVES

- Identify underrepresented demographic groups, annually, within the Roselle Police Department comparative to the community which it serves; the Borough of Roselle, New Jersey.
- Customize recruitment activities annually, when necessary, to engage with the identified underrepresented groups.
- Evaluate recruitment activities annually to ensure they are sufficiently engaging the identified underrepresented groups.
- Ensure recruitment activities are conducted and delivered by a diverse recruiting team.

IV. CURRENT DEMOGRAPHICS

- Demographic information:
 - Demographics for the Borough of Roselle obtained through the U.S. Census Bureau
 - <https://www.census.gov/quickfacts/fact/table/roselleboroughnewjersey/RHI125222>
 - <https://data.census.gov/>
 - Demographics for the Roselle Police Department can be found in the annual Diversity Reporting

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V. RECRUITMENT ACTIVITIES

- When applicable, call for a Certification of Eligibles for Appointment from the State of New Jersey Civil Service Commission.
- Post future openings for sworn law enforcement positions to the Intergovernmental Transfer Program website to recruit underrepresented groups.
- Identify and maintain contact with local organizations and social support groups that represent the identified underrepresented groups to bring awareness of law enforcement positions to those groups.
- Participate in “Career Days” at the local schools to spark interest in Law Enforcement career.
- Operate Junior Police Academy through C.O.P. and Abraham Clark High School to engage positively with borough students to spark interest in Law Enforcement Career.
- Hold information sessions regarding application process for community.
- Post job opportunities and informational flyers to all RPD social media outlets.
- Participate in Union County Prosecutor’s Office Job Fair, historically held at Kean University.

VI. REVIEW

This program shall be reviewed annually by the Chief of Police, or his/her designee. Upon review and evaluation, the goals and objectives will be revised, if necessary.