

Caldwell Police Department

One Provost Square • Caldwell, NJ 07006
 (973) 226-2600 • Fax (973) 226-0026



James H. Bongiorno
 Chief of Police

Recruitment Plan

GOALS and OBJECTIVES:

The goal of the Caldwell Police Department Recruitment Plan is to attract qualified persons to pursue a career with the Caldwell Police Department. The objective is to achieve an overall racial and gender composition of sworn law enforcement personnel which compares to the overall racial and gender composition of the population of the Caldwell Police Department. The goals and objectives shall be accomplished through the various recruitment activities specified herein.

GENERAL:

The Caldwell Police Department shall be subject to all applicable provisions of the New Jersey Statutes Annotated (NJSA) 40A:14-122, and the municipal ordinances of the Borough of Caldwell in all facets of the recruitment and the selection process. The Chief of Police shall be responsible for the Recruitment Plan.

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

CURRENT DEMOGRAPHICS REPORT:

The present demographic composition of the population of the Borough of Caldwell and sworn law enforcement of the Caldwell Police Department are represented in the following report:



NJ Law Enforcement Officers (2022)

Year: 2022
 Agency: Caldwell PD - Ess..
 Displaying 1 law enforcement agency.



20
Officers

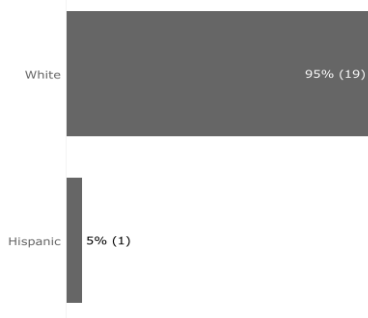
9,027
Population

2.2
Officers per 1,000
residents

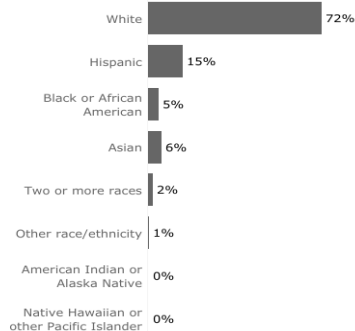
Hiring Governed by Civil Service?

No 100% (1)

Officers - Race/Ethnicity



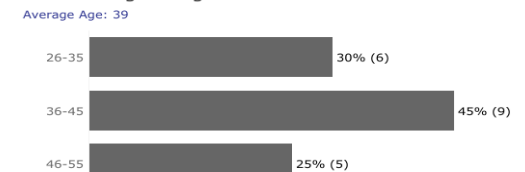
Census Population



Officers - Gender



Officers - Age Range



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Process #1:

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:

- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Depicting women and minorities in law enforcement employment roles in the department's recruitment literature.
- Attending career fairs in the local and Essex County school districts.
- Making maximum use of the Borough of Caldwell's website to attract qualified candidates to the agency.

Process #2:

When applicable, contact county police training academies and post vacancy announcements for current Alternate Route candidates and or Class II Special Police Officers. The Caldwell Police Department shall send recruiting agents to local "job fairs" and "career day" events in an effort to meet the stated goals and objectives in this plan.

Process #3:

Promote and advertise on all available electronic, print, or other media inclusive of all the Caldwell Police Department's Social Media outlets to include, Facebook, Instagram, Twitter, and Nixle.

REVIEW and EVALUATION:

The Chief of Police shall conduct an annual review of the Recruitment Plan. As a result of this annual review, if necessary, the Recruitment Plan shall be revised if the goals and objectives are not met.