

## OAKLAND POLICE DEPARTMENT RECRUITMENT PLAN

### GOALS and OBJECTIVES:

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

Oakland Borough has a residency preference in all hiring matters. Applicants must be a bona fide resident of Oakland Borough at the time of the closing date of the New Jersey Civil Service Law Enforcement Test. Once Oakland Borough 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 Borough of Oakland is an equal opportunity employer in all facets of the personnel process.

The Chief 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	
	#	%	#	%	#	%
Caucasian	10,696	83.9%	24	89%	2	7%
African-American	306	2.4%	0	0%	0	0%
Hispanic <sup>1</sup> (any race)	1492	11.7%	2	7%	0	0%
Other	1746	13.7%	1	4%	0	0%
<b>Total</b>	<b>12,748</b>	<b>100.0%</b>	<b>27</b>	<b>100%</b>	<b>2</b>	<b>7%</b>

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

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### **RECRUITMENT ACTIVITIES:**

**Activity #1 (applicable for open competitive exam):** 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.
- 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 Oakland Borough website to attract qualified candidates to the agency.

**Activity #2:** 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.

**Activity #3:** When applicable, 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.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of the Oakland Website to attract qualified candidates to the agency.

### **REVIEW & EVALUATION:**

- The Chief 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.

# Annual Summary of Law Enforcement Diversity: Agency Fact Sheet

Annual Law Enforcement Diversity Reporting Form | N.J.S.A. 52:17B-4.10

In compliance with N.J.S.A. 52:17B-4.10 (the "Act") each law enforcement agency in New Jersey to establish a program designed to ensure every agency was "comprised of law enforcement officers who reflect the diversity of the population of the community the agency is charged with protecting." The Act requires the publication of annual reports detailing the age, gender, race, and ethnicity of law enforcement officers currently appointed to an agency and those promoted within the agency in the preceding calendar year. Additionally, the Act also requires an annual report compiling the age, gender, race, and ethnicity of applicants, applicants appointed, and applicants denied for a law enforcement officer position in the preceding calendar year.

***This sheet captures information on the applicant and promotional processes of your agency which will be included in your Annual Report of Law Enforcement Diversity. Please type "Yes" into the boxes for the process elements as applicable for the time period.***

Time period

January 1, 2022 to December 31, 2022

Agency

Oakland PD

←Type agency name here

County

Bergen

←Select county from dropdown menu here

Type of Agency

Municipal

## Application Processes

Did your agency receive any applications for employment during the above time period?

(select response from drop down)

Yes

Is your agency hiring process governed by Civil Service Regulations?

(select response from drop down)

Yes

Please specify which methods your agency hired law enforcement officers during the above time period, by entering "Yes" in the appropriate boxes

<input checked="" type="checkbox"/>	Civil Service Examination Certified List
<input type="checkbox"/>	Non-Civil Service Examination List
<input type="checkbox"/>	Inter-governmental Transfer
<input type="checkbox"/>	Waiver hire
<input type="checkbox"/>	Direct hire of BCPO certified officer

Please specify which elements were included the application process your agency used during the above time period, by entering "Yes" in the appropriate boxes:

<input checked="" type="checkbox"/>	Return the Card
<input checked="" type="checkbox"/>	Formal Application
<input checked="" type="checkbox"/>	Interview Board

- Yes Written Exam
- Yes Preference for applicants who are "local" or "county" residents
- Yes Preference for veteran applicants
- Yes Drug Testing
- Yes Medical Exam
- Yes Psychiatric Exam

Please specify when an officer was considered "appointed" to your agency used during the above time period, by entering "Yes" in the appropriate boxes:

- Yes Prior to entry in to the Academy
- No Upon successful completion of the Academy

### Promotion Methods

Did your agency receive any applications for any promotion during the above time period?

(select response from drop down)

Is your agency promotional process governed by Civil Service Regulations?

(select response from drop down)

If yes above, do Civil Service Regulations apply to all ranks?

Please specify which methods your agency promoted law enforcement officers during the above time period, by entering "Yes" in the appropriate boxes:

- Yes Civil Service Promotional Examination Certified List
- Non-Civil Service Promotional Examination List
- Promotional Interview