



**Angelo J. Daniele**  
CHIEF OF POLICE  
Chief Executive Officer

**BOROUGH OF HALEDON  
POLICE DEPARTMENT**  
**Office of the Police Administration**  
510 Belmont Avenue | Haledon, New Jersey 07508



**George Guzman, Jr.**  
DEPUTY CHIEF OF POLICE

# **Haledon Police Department Recruitment Plan**

## **GOAL:**

The goal of the Haledon Police Department Recruitment Plan is to attract and encourage qualified individuals/candidates to pursue a career with the Haledon Police Department. We also place a special emphasis on recruiting underrepresented minorities and females and seek to maintain a police department that reflects the community we serve.

## **GENERAL:**

The Haledon Police Department is subject to the provisions of New Jersey Statutes Annotated 40A:14-118, et seq. and municipal ordinance in all facets of the recruitment and selection process. In accordance with Article 48 of the Haledon Municipal Code and applicable state laws, the Haledon Police Department generally recruits from a candidate pool of active Special Law Enforcement Officers.

The Haledon Police Department is an equal opportunity employer in all facets of the personnel process.



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**CURRENT DEMOGRAPHICS:**

The demographics composition of the service area and agency along with the demographics of the available work force are represented in the following table:

<b>HALEDON BOROUGH</b>						
Data is based on the 2020 Census Count	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
	#	%	#	%	#	%
RACE / ETHNICITY						
WHITE	2,594	29%	14	70%	2	10%
BLACK or AFRICAN AMERICAN	1,063	12%	1	5.0%	0	0%
HISPANIC - ANY RACE	4,476	49%	5	25.0%	1	5%
AMERICAN INDIAN OR ALASKA NATIVE	9	<1%	0	0%	0	0%
ASIAN	631	7%	0	0%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	0	<1%	0	0%	0	0%
SOME OTHER RACE ALONE	93	1%	0	0%	0	0%
POPULATION OF TWO OR MORE RACES	186	2%	0	0%	0	0%
TOTAL	9,052	100%	20	100%	3	15%



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**I. RECRUITMENT**

- A. The Community Policing and Youth Services Division, under the direction of the Police Administration, is directly responsible for the administration of the Recruitment Plan. Nevertheless, all personnel currently serving in sworn positions are charged with actively recruiting individuals they feel are qualified with the potential to be an asset to the department.
- B. This agency will take a proactive role in programs intended to attract qualified people to apply for the Haledon Police Department. These programs include; but, are not limited to:
- Establishing and maintaining contacts with community organizations and educational institutions and providing recruitment materials for display and distribution;
  - Participation in career day type programs at educational institutions and other public places and events;
  - Police Internship Programs, Junior Police Academies, and community outreach initiatives; and
  - Utilizing the Police Department's websites and social media platforms to promote recruitment.
- C. Particular attention should be paid to attracting candidates in approximate proportion to the racial, ethnic, and gender composition of the available workforce in the borough.
- D. School Resource Officers play a particularly important role in mentoring local youth, especially towards law enforcement careers. As such, one of their more prominent roles is influencing students towards a career with this agency.



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- E. Personnel assigned to recruitment activities at career day and similar events and programs will be provided with information so that they are knowledgeable in those matters as they pertain to agency management and operation. Those topics include, but are not limited to:
- Career opportunities;
  - Salaries, benefits, and training;
  - Hiring guidelines;
  - Community information and cultural diversity;
  - Qualification and selection process; and
  - Physical and academic requirements.
- F. The following information should prove useful when participating in recruitment activities:
- Online Recruitment information & Community Outreach events
  - Agency organizational chart
  - Current contractual agreements
  - Demographic data
  - General Employment Applications



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## II. ANNUAL REVIEW, EVALUATION AND REPORTING

- The Chief of Police, or designee, shall conduct an annual review of the Recruitment Plan and shall include, but not limited to, performing an annual agency demographic review, determining whether any substantial disparities have been reduced, and if need be, revising the Recruitment Plan accordingly if the goals and objectives are not met.
- N.J.S.A. 52:17B-4.10 et seq requires that each law enforcement agency must report certain law enforcement applicant data annually by January 31<sup>st</sup> for the preceding year. The data required to be reported is listed in the New Jersey Attorney General Guideline “Promoting Diversity in Law Enforcement Recruiting and Hiring” in Paragraph III.

<https://www.nj.gov/oag/dcj/agguide/directives/ag-Guidelines-Diversity-in-LE-Recruiting-and-Hiring.pdf>

- The reporting form can be found at:

<https://www.nj.gov/oag/dcj/agguide/directives/Appendix-A.xlsx>