



Far Hills Police Department

Chief Michael C. DeCarolis

Far Hills Police Department Recruitment Plan

Goals & Objectives:

The primary goal of the Far Hills Police Department recruitment activities will be to attract qualified candidates for employment. This will enable the department to work towards its long-term goal of employing a workforce that reflects the diversity of the community that the Far Hills Police Department is sworn to protect and serve. This practice will in turn provide a more effective way of promoting public safety.

General Information:

The Far Hills Police Department is subject to all applicable provisions of the NJSA 40A:14-188 and the municipal ordinances of the Borough of Far Hills in all aspects of the recruitment and selection process. The town council is designated as the "acting authority" and is therefore responsible for hiring along with recommendations from the Chief of Police. The Borough of Far Hill is an equal opportunity employer.

Annual Evaluations and Reporting:

The Chief of Police shall conduct an annual review of the Recruitment Plan which will include performing an annual agency demographic review and evaluating the Recruitment Plan to determine if the goals and objectives are being met.

NJSA 52:17B-4.10 requires that each law enforcement agency must report certain applicant data annually. The data required is listed in NJ Attorney General Guideline "Promoting Diversity in Law Enforcement Recruiting and Hiring".

Reporting is submitted by January 31st for the preceding year and can be viewed at <https://www.njoag.gov/policerecruiting>

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Current Demographics:

2020 United States Census Data	Service Population	Current Sworn Officers (Total)	Current Sworn Female Officers
Race/Ethnicity			0
White	876	10	0
Black/African-American	6	0	0
Hispanic or Latino	0	1	0
American Indian	0	0	0
Asian	17	0	0
Native Hawaiian	0	0	0
Two or More Races	15	2	0

Recruitment Activities:

1. Forward the job announcement to ethnic and gender-based interest groups and organizations.
2. Distribute the job announcement to all active NJ Police Academies to solicit interested candidates who are currently enrolled in the academy,
3. Distribute the job announcement to members of the NJ Chiefs of Police Association.
4. Distribute the job announcement on Policeapp.com.
5. Post the job announcement on the Borough website and social media platforms.