


ELMWOOD PARK POLICE DEPARTMENT SPECIAL MEMORANDUM		
SUBJECT: RECRUITMENT PLAN ANALYSIS	NUMBER: 2024	
EFFECTIVE DATE: DECEMBER / 2024	DISTRIBUTION TO: CHIEF MICHAEL FOLIGNO	ISSUED BY: D/CAPT. KEMPE
CANCELLATION DATE: N/A		APPROVED BY: CHIEF MICHAEL FOLIGNO

On December 10th 2024, I, at the request of Chief Michael Foligno, reviewed the Elmwood Park Police Department Recruitment Plan so as to determine its effectiveness in recruiting underrepresented minorities and females to apply for the position of police officer and take our entrance exam. The goal of the plan was and still is to serve as a means of attracting qualified individuals to pursue a career with the Elmwood Park Police with special emphasis placed on recruiting underrepresented minorities and females.

Of seven qualified candidates who completed the application process, there were 4 Caucasian males, 1 Caucasian female, 1 Arabic male, and 1 African American male. Of those candidates, the Agency hired 1 African American male, 1 Caucasian female, and 3 Caucasian males.

In closing, the current recruitment plan or any related recruiting practices are in the process of being updated to include more social media, printed publications, and announcements via the Agency website at this time. Should you have any questions, please do not hesitate to contact me.