



DEPARTMENT RULES AND REGULATIONS / POLICY AND PROCEDURE

BRIDGETON POLICE DEPARTMENT			
SECTION: I	CHAPTER: 57	# OF PAGES: 8	
SUBJECT: PROMOTING DIVERSITY IN LAW ENFORCEMENT RECRUITING AND HIRING			
January 12, 2022		REVISION DATE January 8, 2024	PAGE # 2
BY ORDER OF:  MICHAEL A. GAIMARI CHIEF OF POLICE			

The written directives developed by the Bridgeton Police Department are for internal use only, and do not enlarge an officer's civil or criminal liability in any way. They should not be construed as the creation of a higher standard of safety or care in an evidentiary sense, with respect to third party claims. Violations of written directives can only be the basis of a complaint by this department, and then only in an administrative disciplinary setting.

PURPOSE

In order to most effectively serve the communities of New Jersey, it is important for law enforcement agencies to strive for workforces that reflect the diversity of the jurisdictions they serve and that can effectively interact with all community members. With this need in mind, in October 2020 the Legislature passed a law requiring 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." N.J.S.A. 52:17B-4.10 et seq. (the "Act"). The Act directed the Attorney General to develop these Guidelines to ensure its uniform application.

POLICY

This policy describe the process by which this department shall establish a program to (1) identify underrepresented groups and (2) take action to address any underrepresentation. Additionally, in accordance with the Act, this Policy sets forth procedures for the collection and reporting of demographic data regarding recruiting, hiring, promoting, and other personnel actions concerning law enforcement officers in New Jersey. Nothing in this policy shall impair this department's otherwise legally permitted recruiting and hiring practices.

GENERAL

The City of Bridgeton is an equal opportunity employer in all facets of the personnel process. The Bridgeton Police Department is a New Jersey Civil Service Commission jurisdiction and must adhere to New Jersey statutes and administrative code in its recruitment and selection process. The City of Bridgeton maintains a policy against

nepotism.

Bridgeton City residents have hiring priority whether through the departmental hiring process as authorized by N.J.S.A. 11A:4-1.3 governing certain entry-level law enforcement applicants, exemption from examination requirement, OR when hiring through the Civil Service process.

CURRENT DEMOGRAPHICS

The present demographic composition of the population of the City of Bridgeton and sworn law enforcement personnel of the City of Bridgeton Police Department are represented in the following report:

Data Based on 2020 Census Data ¹	Service Population Bridgeton		Current Sworn Officers (All)		Current Sworn Female	
	27,263		68		6	
Race/Ethnicity	#	%	#	%	#	%
White (non Hispanic)	4,537	16.6%	41	60%	2	3%
Black or African American	7,194	26.4%	6	9%	0	0%
Hispanic –Any Race	16,369	60.0%	20	29%	4	6%
American Indian and Alaska Native	941	3.5%	0	0%	0	0%
Asian alone	116	<1%	1	1%	0	0%
Native Hawaiian/Pacific Islander	5	<1%	0	0%	0	0%
Some Other Race Alone	11,599	42.5%	0	0%	0	0%
Two or More Races	2,871	10.5%	0	0%	0	0%

¹ [Bridgeton city, New Jersey - Census Bureau Profile](#)

RECRUITMENT OBJECTIVES

Objective #1: Create and distribute recruiting materials that reflect visible diversity and are delivered by a diverse recruiting team through various channels such as educational and religious organizations, as well as youth organizations.

Objective #2: Utilize the department's social media and agency website to attract candidates with the goal of reducing substantial racial disparities.

Objective #3: Through the use of a diverse recruiting team, attend career days at the local schools and colleges to foster and enhance interest with the underrepresented demographic groups in a career with the Bridgeton Police Department.

Objective #4: Identify and connect with community stakeholders for underrepresented groups in order to assess what the barriers are in the application and hiring process in order to devise solutions to overcome those barriers.

Objective #5: Providing potential candidates with clear criteria for the hiring process, including, but not limited to, examples of background-check issues that can disqualify applicants. Additionally, assessing whether particular hiring eligibility requirements adversely affects any underrepresented groups, and, if so, reassessing whether the requirement is essential.

Objective #6: Providing applicants with assistance and guidance with the application process, including online application access, to in effort eliminate any socio-economic disparities that may affect underrepresented groups ability to complete the application process.

Objective #7: Utilizing an adopted City Ordinance effective July 18, 2022, recruit diverse, underrepresented candidates who are not required to take a Civil Service Commission examination as per N.J.S.A. 11A:4-1.3, in an effort to create a neutral, objective, and equitable means by which those who wish to serve the City of Bridgeton as a Police Officer. The candidate will then have nine (9) months to successfully complete the Basic Course for Police Officers at a New Jersey Police Training Commission approved academy. This objective should assist the Bridgeton Police Department in making a good faith effort to meet specific goals for recruiting and hiring minorities and females who may face disparities in the Civil Service testing process such as inability to afford a private preparatory course or achieve a high score on the Civil Service entrance exam.

REVIEW, EVALUATION and REPORTING

Prior to January 15 of each year 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 application data annually by January 31st 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>