



# CHESTER POLICE DEPARTMENT

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## **Recruitment Program & Statistics**

### **Goal and Objective**

The goal of this Recruitment Program is to attract qualified individuals from diverse backgrounds to pursue a career with the Chester Police Department. The primary objective of the program is to achieve an overall gender, racial, and ethnic composition of the department that reasonably parallels the population of the Chester Township and Chester Borough through the implementation of effective recruiting strategies. The effectiveness of this program shall be gauged through analysis to determine the existence of any under-represented demographic groups within the department as compared to that of Chester Township and Chester Borough, coupled with subsequent punctual implementation of remedial strategies to correct any substantial disparities identified. The recruitment process is fluid and serves as a vital role in attracting qualified diverse candidates to appoint to law enforcement positions, who can contribute towards accomplishing the mission of the Chester Police Department.

The Chester 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. The Chief of Police is responsible for the Recruitment Program.

### **Equal Employment Opportunity Statement and Policy**

The Chester Police Department is an equal employment opportunity employer. It is policy of the department to provide equal employment opportunity without regard to age; gender; race; color; national origin; ethnicity; creed or religion/religious beliefs; marital status; parental status; sexual orientation; gender identity; gender expression; LGBTQ+ status; liability for service in the armed forces; disability; partisan political, familial or social affiliation; other non-merit based factors; or any protected class listed in the New Jersey Law Against Discrimination, N.J.S.A. 10:5-1 et seq. This policy extends to all employment activities including, but not limited to selection; assignments; training; transfer; promotion; and salary.

### **Recruitment Strategies**

The Chester Police Department shall 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 may include, but are not limited to:

- Attendance at Career Days; Government/Public Service Fairs; Diversity Fairs/Events; and any other activities or functions that are beneficial to the recruitment process.
- Administer career opportunity public presentations at regional colleges, universities, and civic organizations.
- Serve as a liaison to college and university counselors regarding career opportunities.
- Post current career opportunity advertisement materials on the department's social media platforms.

- Correspond with organizations that represent any demographic groups determined to be under-represented in the department.
- Any other tasks tailored based on specific circumstances.

**Demographic Analysis**

An annual demographic analysis shall be completed at the conclusion of each calendar year and a report submitted to the Morris County Prosecutor’s Office by January 31<sup>st</sup> of the following year.

- The analysis shall compare current demographics of law enforcement personnel to that of the population of Chester Township and Chester Borough posted by the United States Census Bureau, citing any disparities in percentages between the groups.
- Demographic categories shall be classified as follows:

**Race/Ethnicity**

- White
- Black or African American
- Hispanic- Any Race
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Other Pacific Islander
- Some Other Race Alone
- Populations of Two or More Races

**Gender**

- Female
- Male

**Program 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.

**Current Demographics**

The following table reflects demographic data for sworn law enforcement personnel serving with the Chester Police Department at the conclusion of calendar year 2023, as well as the latest available data for Chester Township and Chester Borough.

<b>CHESTER TOWNSHIP AND CHESTER BOROUGH</b>						
<b>Data is based on the 2020 Census</b>	<b>POPULATION</b>		<b>SWORN OFFICERS TOTAL</b>		<b>SWORN OFFICERS FEMALE</b>	
<b>RACE/ETHNICITY</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
WHITE	7,805	76.41%	22	88.00%	0	0.00%
BLACK OR AFRICAN AMERICAN	96	0.94%	0	0.00%	0	0.00%
HISPANIC - ANY RACE	820	8.03%	2	8.00%	0	0.00%
AMERICAN INDIAN OR ALASKA NATIVE	28	0.27%	0	0.00%	0	0.00%
ASIAN	449	4.40%	1	4.00%	0	0.00%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	2	0.02%	0	0.00%	0	0.00%
SOME OTHER RACE ALONE	182	1.78%	0	0.00%	0	0.00%
POPULATION OF TWO OR MORE RACES	832	8.15%	0	0.00%	0	0.00%
TOTAL	10,214	100.00%	25	100.00%	0	0.00%