

DOVER POLICE DEPARTMENT RECRUITMENT PLAN

GOALS and OBJECTIVES:

The goal of the Dover Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Dover Police Department. The objective is to achieve an overall racial and gender composition of the department in comparison to the service population of the Town through the departments recruiting activities. This agency will make a good faith effort to meet specific goals for recruiting a diverse workforce, in terms of people of color and gender diversity. The goals and objectives will be accomplished through various recruitment activities listed in the Recruitment Activities section of this plan.

GENERAL:

The Dover Police Department is a New Jersey Civil Service Commission jurisdiction and must adhere to New Jersey State Statutes and Administrative Code in its recruitment and selection process.

Dover Town has a residency preference in all hiring matters. Applicants must be a bona fide resident of Dover Town at the time of the closing date of the New Jersey Civil Service Commission Law Enforcement Officer Test. Once Dover Town residents have been exhausted from the Civil Service Certification List, Morris County residents are then provided with preference. If the Morris County list is exhausted, applications will be open to residents of the State of New Jersey. The Chief of Police is responsible for the Recruitment Plan.

The Town of Dover has adopted the provisions of N.J.S.A.11A:4-1.3 which authorizes the appointment of entry level police officers, who have not passed the Civil Service Examination. N.J.S.A.11A:4-1.3 allows the hiring of any candidate as a temporary entry level officer who then must complete a Basic Course for Police Officers within nine months of hire as a temporary entry level officer before receiving a probationary appointment. There is no Town residency requirement for those hired under the provisions of N.J.S.A.11A:4-1.3.

Currently employed law enforcement officers, from a Civil Service agency, are only eligible for hire utilizing the Civil Service Intergovernmental Transfer program. Currently employed law enforcement officers, from a non-Civil Service agency, are not eligible for hire under the provisions of N.J.S.A.11A:4-1.3.

The Town of Dover is an equal opportunity employer in all facets of the personnel process.

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CURRENT DEMOGRAPHICS:

TOWN OF DOVER						
Data is based on the 2020 Census Count	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
RACE / ETHNICITY	#	%	#	%	#	%
WHITE	2,726	15%	15	41%	0	0%
BLACK or AFRICAN AMERICAN	783	4%	2	5%	0	0%
HISPANIC - ANY RACE	14,209	77%	19	51%	0	0%
AMERICAN INDIAN OR ALASKA NATIVE	27	<1%	0	0%	0	0%
ASIAN	423	2%	1	3%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	0	0%	0	0%	0	0%
SOME OTHER RACE ALONE	100	1%	0	0%	0	0%
POPULATION OF TWO OR MORE RACES	192	1%	0	0%	0	0%
TOTAL	18,460	100%	37	100%	0	0%

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RECRUITMENT ACTIVITIES:

Activity #1: 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 include, but are not limited to:

- Provide recruitment brochures and materials to educational, religious, ethnic, racial, and gender-based organizations.
- Contact the local Board of Education to seek permission to address high school students to interest them in a career with the agency following completion of their formal education.
- Attend Career Days at local schools and community colleges.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of the Dover Website to attract qualified candidates to the agency.

Organizations to be contacted are:

- NOBLE- noblnewjersey@gmail.com
- New Jersey Women in Law Enforcement - njwle@yahoo.com
- Spanish American Law Enforcement Association - president@salea.org
- Hispanic Law Enforcement Society of Essex County - hlesofessexcounty@gmail.com
- National Coalition of Latino Officers - info@latino-officers.org
- Muslim American Law Enforcement Association - Kami Warraich kjw786@gmail.com

Activity #2:

Advertise on Policeapp.com, the Dover Police Department's *Facebook* page and other social media platforms, as well as any other appropriate media market, for persons meeting eligibility requirements.

Activity #3: When applicable, contact the State of New Jersey Civil Service Commission and obtain the "Rice list" of eligible officers who were laid off from Dover and other jurisdictions.

Activities include, but are not limited to:

Conducting interviews with eligible laid off officers in an effort to employ such officers as to meet the agency's recruiting goals.

Activity #4: Make maximum use of the State of New Jersey Civil Service Commission Intergovernmental Transfer Program.

Activities include, but are not limited to:

- Post future openings for sworn positions with the State of New Jersey Intergovernmental Transfer Program website.

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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 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>