

## **WALL TOWNSHIP POLICE DEPARTMENT RECRUITMENT PLAN**

### **GOAL AND OBJECTIVES:**

The goal of the Wall Township Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Wall Township Police Department. The objective is to achieve an overall racial and gender composition of the police department in comparison to the service population of the Township through the departments recruiting activities. This agency will continue to 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 Wall Township Police Department is subject to the provisions of NJSA 40A: 14-118, et seq. and municipal ordinance in all facets of the recruitment process. The Wall Township Police Department selects its officers from a candidate pool open to all residents of New Jersey.

Wall Township is an equal opportunity employer in all facets of the personnel process.

The Wall Township Police Department will utilize the New Jersey State Chief's of Police to administer its written entrance examination.

## WALL TOWNSHIP POLICE DEPARTMENT RECRUITMENT PLAN

### CURRENT DEMOGRAPHICS:

The demographics composition of the service area and agency are represented in the following table:

<b>WALL TOWNSHIP</b>						
Data is based on the 2020 Census Count	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
RACE / ETHNICITY	#	%	#	%	#	%
WHITE	23,242	88%	63	95%	4	6%
BLACK or AFRICAN AMERICAN	461	2%	1	2%	0	0%
HISPANIC - ANY RACE	1,559	6%	2	3%	0	0%
AMERICAN INDIAN OR ALASKA NATIVE	13	<1%	0	0%	0	0%
ASIAN	443	2%	0	0%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	11	<1%	0	0%	0	0%
SOME OTHER RACE ALONE	73	<1%	0	0%	0	0%
POPULATION OF TWO OR MORE RACES	723	3%	0	0%	0	0%
TOTAL	26,525	100%	66	100%	4	6%

# **WALL TOWNSHIP POLICE DEPARTMENT RECRUITMENT PLAN**

## **RECRUITMENT ACTIVITIES**

- A. The best law enforcement recruiters are personnel currently serving in sworn positions. Therefore, every member is charged with actively recruiting individuals they feel are qualified with the potential to be an asset to the department.
- B. This agency will take a proactive role in programs intended to attract qualified people to apply for and take the Wall Township Police Department's entrance examination. These programs include; but are not limited to:
  - 1. Establishing and maintaining contacts with law enforcement professional organizations including, but not limited to:
    - a. New Jersey State Association of Chief of Police;
    - b. New Jersey Public Safety Accreditation Coalition;
    - c. New Jersey Women in Law Enforcement;
    - d. National Organization of Black Law Enforcement Executives (New Jersey Chapter);
    - e. Latino Officers Association of New Jersey;
    - f. County police academies;
    - g. Police One (web-based law enforcement resource site).
  - 2. Establishing and maintaining contacts with community organizations and educational institutions and providing recruitment materials for display and distribution including, but not limited to:
    - a. Brookdale Community College;
    - b. Ocean County Community College;
    - c. Georgian Court University;
    - d. Rutgers University;
    - e. Monmouth University;
    - f. Stockton College of New Jersey;
    - g. Wall Township Fire Companies.
  - 3. Participation in career day type programs at educational institutions and other public places and events.
  - 4. Posting entrance examination announcements on the Township website and in local newspapers and media outlets.

## **WALL TOWNSHIP POLICE DEPARTMENT RECRUITMENT PLAN**

- C. Particular attention should be paid to attracting candidates in approximate proportion to the racial, ethnic, and gender composition of the available workforce in the township.
- D. Personnel assigned to recruitment activities at career day and similar events and programs will be provided with information so that they are knowledgeable in those matters as they pertain to agency management and operation. Those topics include, but are not limited to:
  - 1. Career opportunities;
  - 2. Salaries, benefits, and training;
  - 3. State hiring guidelines;
  - 4. Community information;
  - 5. Cultural diversity;
  - 6. Qualification and selection process;
  - 7. Physical and academic requirements.
- E. The following information may be useful when participating in recruitment activities:
  - 1. Recruitment/informational brochures;
  - 2. Agency organizational chart;
  - 3. Current contractual agreements;
  - 4. Current demographic data.
- F. The New Jersey State Association of Chiefs of Police conducts the written examinations for sworn positions within this agency. The New Jersey State Association of Chiefs of Police schedules these tests in accordance with its policies.
- G. This agency's recruitment brochure will identify this agency as an equal opportunity employer.
- H. Anyone submitting a résumé or inquiry for employment at times when there is no entrance examination process shall be maintained on file. The Chief of Police or his/her designee will notify each submitter and advise them that there is no current selection process and to check the Township Website for future announcements.

# **WALL TOWNSHIP POLICE DEPARTMENT RECRUITMENT PLAN**

## **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 31<sup>st</sup> 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>