

ELK TOWNSHIP POLICE DEPARTMENT **RECRUITMENT PLAN**

GOALS & OBJECTIVES:

The goal of the Elk Township Police Department Recruitment Plan is to attract qualified persons to pursue a career with the Elk Township Police Department. The objective is to achieve an overall racial and gender composition of sworn law enforcement personnel which compares to the overall racial and gender composition of the population of the Township of Elk Township. 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 shall be accomplished through the various recruitment activities specified herein.

GENERAL:

The Elk Township Police Department shall be subject to all applicable provisions of the **New Jersey Statutes Annotated (NJSA) 40A:14-118, et seq.** and the municipal ordinances of the Township of Elk Township in all facets of the recruitment and the selection process. The Chief of Police shall be responsible for the Recruitment Plan.

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

CURRENT DEMOGRAPHICS REPORT:

ELK TOWNSHIP						
Data is based on the 2020 Decennial US Census	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
	RACE / ETHNICITY	#	%	#	%	#
WHITE	3,310	75%	14	88%	0	0%
BLACK OR AFRICAN AMERICAN	522	12%	0	0%	0	0%
HISPANIC - ANY RACE	393	9%	1	6%	0	0%
AMERICAN INDIAN OR ALASKA NATIVE	29	1%	0	0%	0	0%
ASIAN	45	1%	1	6%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER		0%	0	0%	0	0%
SOME OTHER RACE ALONE	205	5%	0	0%	0	0%
POPULATION OF TWO OR MORE RACES	313	7%	0	0%	0	0%
TOTAL	4,424	100%	16	100%	0	0%

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.

These activities may include, but not be limited to, the following:

- Providing recruitment brochures and materials to educational, religious, ethnic, racial, and gender-based organizations.
- Attending career fairs in the local and Gloucester County school districts.
- Drafting, printing, and distributing informational brochures, pamphlets, posters and/or other materials which may attract qualified persons to the agency.
- Making maximum use of the Township of Elk website to attract qualified candidates to the agency.

Activity #2:

When applicable, contact police training academies and post vacancy announcements for current Alternate Route candidates or waiver-eligible Class II Special Police Officers.

Activity #3:

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

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>