

Elk Township Police Department Recruitment Plan

Goals and Objectives:

The goal of the Elk Township Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Elk Township Police Department. The objective is to achieve an overall racial and gender composition of the department in comparison to the service population of the Township through the department’s 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 sections of this plan.

General:

The Elk Township 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 the selection process. The Chief of Police is responsible for the Recruitment Plan.

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

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

Elk Township						
Data is based on the 2020 Census Count	Population		Current Sworn Officers Total		Current Sworn Officers Female	
Race / Ethnicity	#	%	#	%	#	%
White	3,310	69%	15	83%	1	6%
Black or African American	522	11%	0	0%	0	0%
Hispanic – Any Race	393	8%	1	6%	0	0%
American Indian or Alaska Native	29	<1%	1	6%	0	0%
Asian	45	<1%	1	6%	0	0%
Native Hawaiian or Pacific Islander	0	0%	0	0%	0	0%
Some Other Race Alone	205	4%	0	0%	0	0%
Population of Two or More Races	313	6%	0	0%	0	0%
Total	4,817	100%	18	100%	1	6%

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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.
- Attend career fairs in the Gloucester County School District.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of the Elk Township website to attract qualified candidates to the agency.

Activity #2: When applicable, contact police academies and post vacancy announcements for current Alternate Route candidates.

Activity #3: Advertise in local media markets for candidates meeting the department 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 and Hiring” in Paragraph III.

More information can be found in the 2021 Attorney General Guidelines here:

<https://www.nj.gov/oag/dcj/agguide/directives/ag-Guidelines-Diversity-in-LE-Recruiting-and-Hiring.pdf>

A link to Gloucester County’s Law Enforcement Diversity Recruitment Initiative site can be found here: <https://gcdiversityrecruitment.com/>