

## **BERKELEY TOWNSHIP POLICE DEPARTMENT RECRUITMENT PLAN**

### **GOALS and OBJECTIVES:**

The goal of the Berkeley Township Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Berkeley 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 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 Berkeley Township Police Department is subject to the provisions of New Jersey Statutes Annotated 4A and NJ Civil Service Tile 11A et seq. and municipal ordinance in all facets of the recruitment and selection process. The Chief of Police is responsible for the Recruitment Plan.

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

### **CURRENT DEMOGRAPHICS:**

<b>BERKELEY TOWNSHIP</b>						
Data is based on the 2020 Census Count	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
RACE / ETHNICITY	#	%	#	%	#	%
WHITE	39,342	84.2	73	93.6	1	1.3
BLACK or AFRICAN AMERICAN	1007	2.3	1	1.3	0	0
HISPANIC - ANY RACE	4070	9.3	4	5.1	0	0
AMERICAN INDIAN OR ALASKA NATIVE	0	0	0	0	0	0
ASIAN	1357	3.1	0	0	0	0
NATIVE HAWAIIAN OR PACIFIC ISLANDER	0	0	0	0	0	0
SOME OTHER RACE ALONE	0	0	0	0	0	0
POPULATION OF TWO OR MORE RACES	788	1.8	0	0	0	0
TOTAL	43,762	100	78	100%	1	1.3

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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 Ocean County School District.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of the Berkeley Township website and social media to attract qualified candidates to the agency.
- The following information should prove useful when participating in recruitment activities:
  - Recruitment/informational brochures
  - Agency organizational chart
  - Current contractual agreements
  - Training catalogs
  - Demographic data
  - General Employment Applications

**Activity #2:** Solicit interested candidates from the local police academies who are enrolled or graduates of the Alternate Route or Class II Special Officer Training program.

**Activity #3:** Advertise on the Berkeley Township Police Department's *Facebook* page and other social media platforms, as well as any other appropriate media market, for persons meeting eligibility requirements.

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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 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>