

COLLINGSWOOD POLICE DEPARTMENT RECRUITMENT PLAN

GOALS & OBJECTIVES:

The goal of the Collingswood Police Department Recruitment Plan is to attract qualified persons to pursue a career with the Collingswood 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 Borough of Collingswood. The goals and objectives shall be accomplished through the various recruitment activities specified herein.

GENERAL:

The Collingswood 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 Borough of Collingswood in all facets of the recruitment and the selection process. The Chief of Police shall be responsible for the Recruitment Plan.

The Borough of Collingswood is an equal opportunity employer in all facets of the personnel process.

CURRENT DEMOGRAPHICS REPORT:

The present demographic composition of the population of the Borough of Collingswood and sworn law enforcement personnel of the Collingswood Police Department are represented in the following report:

BOROUGH OF COLLINGSWOOD DEMOGRAPHICS CHART						
Data is based on the 2020 Census Count	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
RACE / ETHNICITY	#	%	#	%	#	%
WHITE	10,216	72%	25	88%	1	4%
BLACK or AFRICAN AMERICAN	1,256	9%	1	4%	0	0%
HISPANIC - ANY RACE	1,638	11.5%	1	4%	0	0%
AMERICAN INDIAN OR ALASKA NATIVE	38	<2%	0	0%	0	0
ASIAN	348	2.4%	1	4%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	2	<1%	0	0%	0	0%
OTHER	688	4.8%	0	0%	0	0%
TOTAL	14,186	100%	28	100%	1	4%

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 Camden 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 Borough of Collingswood's 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 in the local newspaper, on Policeapp.com, the Collingswood Police Department's *Facebook* page and other social media platforms, as well as any other appropriate media market, for persons meeting eligibility requirements.

REVIEW & EVALUATION:

The Chief of Police shall conduct an annual review of the Recruitment Plan. As a result of this annual review, if necessary, the Recruitment Plan shall be revised, if the goals and objectives cannot be achieved.