

**BARNEGAT TOWNSHIP POLICE DEPARTMENT
RECRUITMENT PLAN**

GOAL:

The goal of the Barnegat Township Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Barnegat Township Police Department with a special emphasis on recruiting underrepresented minorities and females.

GENERAL:

The Barnegat 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 selection process.

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

CURRENT DEMOGRAPHICS:

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers	
	#	%	#	%	#	%	#	%
White Non-Hispanic	19214	91%	700958	72%	43	93%	5	10%
Black Non-Hispanic	681	3%	131309	13%	0	0%	0	0%
Hispanic Latino Any Race	999	4%	128412	13%	3	6%	0	0%
Other	42	0%	4828	0%	0	0%	0	0%
Total	20936		965507		46		5	

Based on the above demographic data, the Barnegat Township Police Department seeks to attract the following race, ethnicity, and/or gender categories to its ranks:

- African - American
- Hispanic – Latino
- Asian
- Females

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OBJECTIVES & ACTIVITIES:

Objective #1: Seek currently unemployed PTC-certified law enforcement officers who have been laid off from other agencies.

Activities include, but are not limited to:

- Contact the New Jersey State Association of Chiefs of Police to obtain a current mailing list of all member agencies in the State of New Jersey.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Publish openings in local and regional newspapers attracting qualified candidates.
- Make maximum use of the Barnegat Township Website and social media footprint to attract qualified candidates to the agency.
- Establish liaison with the New Jersey Women in Law Enforcement to post available positions on their website.
- Establish liaison with NJSACOP and post available positions on their website.
- Notify other agencies that the Barnegat Township Police Department is seeking qualified individuals for entry level law enforcement positions; provide brochures for distribution.

Objective #2: Identify and establish and maintain contact with state, county, and municipal-based identified minority organizations and social support groups including, but not limited to educational, religious, ethnic, racial, and gender-based organizations with special attention to previously identified underrepresented minorities.

Activities include, but are not limited to:

- Send recruitment brochures to these organizations to stimulate interest in a career with the Barnegat Township Police Department.

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- Attend Career Days at local schools, community colleges, and minority organizations regarding law enforcement careers with the Barnegat Township Police Department.

RESPONSIBILITIES

The Chief of Police is responsible for administration of this recruitment plan. The Chief of Police may appoint any Barnegat Township police officer or police employee to assist in the administration of this plan.

REVIEW & EVALUATION:

The Chief of Police shall cause an annual analysis of this recruitment plan. The following data shall minimally be reviewed:

- Number of applicants vs. the number of targeted minority applicants
- Number of applicants hired vs. the number of targeted minority applicants hired
- Number of Career Days attended
- Number of views of the agency website and social media (if available)
- Progress towards objectives

This plan is subject to modification at any time, as needed.