ISLAND HEIGHTS POLICE DEPARTMENT RECRUITMENT PLAN

GOALS & OBJECTIVES:

The goal of the Island Heights Police Department Recruitment Plan is to attract qualified persons to pursue a career with the Island Heights 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 Island Heights. 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 Island Heights 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 Island Heights in all facets of the recruitment and the selection process. The Officer in Charge shall be responsible for the Recruitment Plan.

The Borough of Island Heights 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 Island Heights and sworn law enforcement personnel of the Island Heights Police Department are represented in the following report:

BOROUGH OF ISLAND HEIGHTS						
Data is based on the 2020 Census Count	**POPULATION**		**CURRENT SWORN OFFICERS TOTAL**		**CURRENT SWORN FEMALE OFFICERS**	
RACE / ETHNICITY	**#**	**%**	**#**	**%**	**#**	**%**
WHITE	1,487	90%	6	100%	2	33%
BLACK or AFRICAN AMERICAN	8	<1%	0	0%	0	0%
HISPANIC - ANY RACE	55	3%	0	0%	0	0%
AMERICAN INDIAN OR ALASKA NATIVE	3	<1%	0	0%	0	0%
ASIAN	14	1%	0	0%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	1	<1%	0	0%	0	0%
SOME OTHER RACE ALONE	12	<1%	0	0%	0	0%
POPULATION OF TWO OR MORE RACES	70	4%	0	0%	0	0%
TOTAL	1,650	100%	6	100%	2	33%

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 Ocean 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 Island Heights'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 on Policeapp.com, the Island Heights 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 Officer in Charge, 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