

EAST BRUNSWICK POLICE DEPARTMENT RECRUITMENT PLAN

GOALS and OBJECTIVES:

The goal of the East Brunswick Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the East Brunswick 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 section of this plan.

GENERAL:

The East Brunswick 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 Chief of Police is responsible for the Recruitment Plan.

East Brunswick is an equal opportunity employer in all facets of the personnel process.

CURRENT DEMOGRAPHICS:

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

Demographics Report

TOWNSHIP OF EAST BRUNSWICK						
Data is based on the 2020 Census Count	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
RACE / ETHNICITY	#	%	#	%	#	%
WHITE	27,185	55%	71	85%	5	5%
BLACK or AFRICAN AMERICAN	2,113	4%	3	4%	0	0%
HISPANIC - ANY RACE	4,758	10%	6	7%	1	1%
AMERICAN INDIAN OR ALASKA NATIVE	41	0.082%	0	0%	0	0%
ASIAN	13,894	28%	3	4%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	7	0%	0	0%	0	0%
SOME OTHER RACE ALONE	308	0.62%	1	1%	0	0%
POPULATION OF TWO OR MORE RACES	1,409	2.83%	0	0%	0	0%
TOTAL	49,715	100%	84	100%	6	7%

EAST BRUNSWICK POLICE DEPARTMENT RECRUITMENT PLAN

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 East Brunswick and Middlesex County School District.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of the East Brunswick Police Department website and social media platforms to attract qualified candidates to the agency.
- Personnel assigned to recruitment activities at career days and similar events and programs will be provided with information so that they are knowledgeable in those matters as they pertain to agency management and operation. Those topics include, but are not limited to:
 - Career opportunities
 - Salaries, benefits, and training
 - Community information
 - Qualification and selection process
 - Physical and academic requirements
- 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: Advertise job postings on PoliceApp.com, the East Brunswick Police Department website and social media platforms.

Activity #3: When applicable, contact police academies and post vacancy announcements for current Alternate Route candidates or waiver-eligible Class II Special Police Officers.

Activity #4: Advertise in local media markets for candidates meeting the department eligibility requirements.

EAST BRUNSWICK POLICE DEPARTMENT RECRUITMENT PLAN

Activity #5: Offer internship programs for college students interested in pursuing a career in law enforcement.

Activity #6: Distribute job announcements to members of the New Jersey State Association of Chiefs of Police Association (NJSACOP) and the Middlesex County Association of Chiefs of Police (MCACOP).

Activity #7: Forward job announcements to local colleges and universities that have areas of study and programs in criminal justice and criminal law.

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 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>