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## **ABERDEEN TOWNSHIP POLICE DEPARTMENT RECRUITMENT PLAN 2022**

### **GOALS AND OBJECTIVES**

The goal of the Aberdeen Township Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Aberdeen Township Police Department. Recognizing that objective is inclusive of achieving racial and gender composition that is comparable to the gender and racial diversity of the municipality that we serve. Our recruiting activities are in accordance with that goal. The Aberdeen Township Police Department recruitment efforts will be in good faith to meet these stated goals and to recruit a diverse workforce in terms of color, gender, and ethnicity. These goals and objectives will be cultivated through various recruitment activities that will be enumerated in the Aberdeen Township Police Department Recruitment Activities Plan 2022.

### **ACKNOWLEDGEMENT**

The Aberdeen Township Police Department is subject to and responsible to the provisions of the Recruitment Plan. All phases of the recruitment, selection and hiring processes must conform to the New Jersey Statutes, the rules and regulations established by the New Jersey Civil Service Commission, and municipal ordinance. The Aberdeen Township Police Department recruits from a candidate pool open to all residents of New Jersey. However, preference is given to Township residents, followed by Monmouth County residents and then all residents of the State.

The Aberdeen Township Police Department is an equal opportunity employer in all facets of our personnel process.

### **ANNUAL REVIEW EVALUATION AND REPORTING REQUIREMENTS**

The Chief of Police, or his designee, will conduct an annual review of the Recruitment Plan and shall include, but not limited to, an annual agency demographic review, to determine in good faith if any disparities exist, if they have been addressed and if there is a need to revise, or redress the Annual Aberdeen Township Police Department Recruitment Plan.

N.J.S.A. 52:17B-410 et seq requires that each law enforcement agency must report certain law enforcement applicant data annually by January 31st for the preceding year. That data required to be reported is listed in the New Jersey Attorney Generals Guidelines “Promoting Diversity in Law Enforcement Recruiting and Hiring” Paragraph III.

**ABERDEEN TOWNSHIP DEMOGRAPHICS INFORMATION**

| <b>Data from 2021 Census</b> | <b>POPULATION 19,327 51.1% Female</b> | <b>Current Sworn Male officers 38</b> | <b>Current Sworn Female officers 2</b> |
|------------------------------|---------------------------------------|---------------------------------------|--|
| Race/Ethnicity               | %                                     | %                                     | %                                      |
| White                        | 76.7                                  | 88.0                                  | 100                                    |
| Black                        | 8.7                                   | 8.0                                   | 0                                      |
| Native American              | 0.1                                   | 0.0                                   | 0                                      |
| Asian                        | 7.3                                   | 2.0                                   | 0                                      |
| Pacific Islander             | 0.0                                   | 0.0                                   | 0                                      |
| Hispanic                     | 12.7                                  | 7.0                                   | 0                                      |
|                              |                                       |                                       |  |

**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.
- Contact the local Board of Education to seek permission to address high school students to interest them in a career with the agency following completion of the student’s formal education.
- Attend Career Days at local schools and community colleges. Through job fares, such as the outreach event held by the Monmouth County Chiefs of Police at Brookdale Community College on March 8th, and community and faith-based events, we will further our recruitment efforts within, and outside our Aberdeen Township community.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the Aberdeen Township Police Department.

- Post information on our social media sites.
- Make maximum use of the Aberdeen Township Police Department Website and social media to attract qualified candidates

**Activity #2:** Advertise on the Aberdeen Township Police Department’s Facebook page and other social media platforms, as well as any other appropriate media market, for candidates meeting eligibility requirements.

**Activity #3:** When applicable, contact the State of New Jersey Civil Service Commission and obtain the “Rice list” of eligible officers who were laid off from other jurisdictions.

**Activity #4:** When applicable contact the county police academy and post vacancy or position announcements for current active police officer’s and Alternate Route candidates.

Activities include, but are not limited to:

- Post future openings for sworn positions with the State of New Jersey
- Intergovernmental Transfer Program website.

**Activity #5:** When applicable, contact the State of New Jersey Civil Service Commission and obtain the certified list of eligible candidates. Primary consideration is given for Disabled veterans, Veterans, and non-veterans first in accordance with the Civil Service Rules and regulations.