

## ***SOUTH BOUND BROOK BOROUGH POLICE DEPARTMENT***

### **GOALS and OBJECTIVES:**

The goal of the South Bound Brook Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the South Bound Brook Police Department. The objective is to achieve an overall racial and gender composition of the department in comparison to the service population of the Borough through the departments recruiting activities. The goals and objectives will be accomplished through various recruitment activities listed in the Recruitment Activities section of this plan.

### **GENERAL:**

The South Bound Brook Borough 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 South Bound Brook Borough Police Department recruits from a candidate pool open to all residents of New Jersey.

South Bound Brook Borough is an equal opportunity employer in all facets of the personnel process.

The Officer in Charge is responsible for the administration of the Recruitment Plan.

### **CURRENT DEMOGRAPHICS:**

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

	Service Population <sup>2</sup>		Current Sworn Officers		Current Sworn Officers Female	
	#	%	#	%	#	%
<b>Caucasian</b>	<b>2,465</b>	<b>50.7%</b>	<b>12</b>	<b>92.3%</b>	<b>0</b>	<b>0%</b>
<b>African-American</b>	<b>568</b>	<b>11.7%</b>	<b>1</b>	<b>7.7%</b>	<b>0</b>	<b>0%</b>
<b>Hispanic<sup>1</sup></b> <i>(any race)</i>	<b>1,537</b>	<b>31.6%</b>	<b>1</b>	<b>7.7%</b>	<b>0</b>	<b>0%</b>
<b>Other</b>	<b>1,830</b>	<b>37.6%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Total</b>	<b>4,863</b>	<b>100.0%</b>	<b>13</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

<sup>1</sup>: Not included in total population or % number.

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### **RECRUITMENT ACTIVITIES:**

**Activity #1:** Make use of the State of New Jersey Alternate Route training program

- Announce openings at local Police Academy's to attract qualified candidates to the agency.
- Promote Hiring announcements on the PoliceApp.com Website

### **If an open competitive test is to be announced:**

**Activity #2:** 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 their formal education.
- Attend Career Days at local schools and community colleges.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of the South Bound Brook Borough Website to attract qualified candidates to the agency.
- Utilize social media sites to announce vacancies.

## **II. REVIEW & EVALUATION**

- A. The Officer in Charge shall conduct an annual review of the Recruitment Plan.
- B. As a result of the annual review, if necessary, the Recruitment Plan shall be revised if the goals and objectives are not achieved.