

## ***BELLEVILLE POLICE DEPARTMENT RECRUITMENT PLAN***

### **GOALS and OBJECTIVES:**

The goal of the Belleville Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Belleville 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 departments 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 Belleville 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 Belleville Police Department recruits from a candidate pool open to all residents of the Township of Belleville. The Chief of Police is responsible for the Recruitment Plan.

Belleville Township 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:

<b>TOWNSHIP OF BELLEVILLE</b>						
Data is based on the 2020 Census Count	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
RACE / ETHNICITY	#	%	#	%	#	%
WHITE	10,310	27%	71	68%	4	4%
BLACK or AFRICAN AMERICAN	3092	8%	5	5%	0	0%
HISPANIC - ANY RACE	19,181	50%	25	24%	3	3%
AMERICAN INDIAN OR ALASKA NATIVE	50	<1%	0	0%	0	0%
ASIAN	4,201	11%	4	4%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	18	<1%	0	0%	0	0%
SOME OTHER RACE ALONE	517	1%	0	0%	0	0%
POPULATION OF TWO OR MORE RACES	853	2%	0	0%	0	0%
TOTAL	38,222	100%	105	100%	7	7%

## ***BELLEVILLE 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 Township and Essex County.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of the Belleville Township website and other social media outlets to attract qualified candidates to the agency.
- The following information should prove useful when participating in recruitment activities:
  - Recruitment/informational brochures
  - Current contractual agreements
  - General Employment Applications

**Activity #2:** 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.

Activities include, but are not limited to:

Conducting interviews with eligible laid off officers in an effort to employ such officers as to meet the agency’s recruiting goals.

**Activity #3:** Make maximum use of the State of New Jersey Civil Service Commission Intergovernmental Transfer Program.

Activities include, but are not limited to:

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

## **BELLEVILLE POLICE DEPARTMENT RECRUITMENT PLAN**

### **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 31<sup>st</sup> 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>